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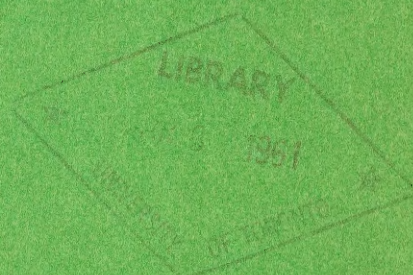
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WORKING CONDITIONS IN CANADIAN INDUSTRY



1960

ECONOMICS AND RESEARCH BRANCH,
DEPARTMENT OF LABOUR, CANADA

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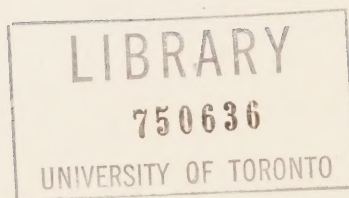
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WORKING CONDITIONS IN CANADIAN INDUSTRY, 1960

ECONOMICS AND RESEARCH BRANCH
DEPARTMENT OF LABOUR
CANADA

Hon. Michael Starr
Minister

[Ottawa, Queen's Printer, 1961]



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FOREWORD

This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in the spring of each year by the Economics and Research Branch of the Department of Labour.

These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other conditions of employment.

The report was prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour. Much of the credit for its production must be given to more than 20,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.

W.R. Dymond,
Director,
Economics and Research Branch,
Department of Labour.



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TABLE OF CONTENTS

	Page
TECHNICAL NOTES.....	1
TABLE 1.--MANUFACTURING--CANADA--PLANT EMPLOYEES.....	6
TABLE 2.--MANUFACTURING--CANADA--OFFICE EMPLOYEES.....	11
TABLE 3.--MANUFACTURING--BY PROVINCE--PLANT EMPLOYEES.....	16
TABLE 4.--MANUFACTURING--BY PROVINCE--OFFICE EMPLOYEES.....	26
TABLE 5.--MANUFACTURING--CANADA--BY INDUSTRY GROUP--PLANT EMPLOYEES.....	34
FOOD AND BEVERAGES.....	34
Slaughtering and Meat Packing.....	34
Grain Mill Products.....	34
Bakery Products.....	34
Dairy Products.....	34
TOBACCO AND TOBACCO PRODUCTS.....	35
RUBBER PRODUCTS.....	35
Rubber Footwear.....	35
Tires and Tubes.....	35
LEATHER PRODUCTS.....	35
Boots and Shoes.....	35
TEXTILES (EXCEPT CLOTHING).....	35
Cotton Yarn and Cloth.....	35
Woollen Yarn and Cloth.....	35
Synthetic and Silk Textiles.....	44
CLOTHING (TEXTILE AND FUR).....	44
WOOD PRODUCTS.....	44
Sash, Door and Planing Mills.....	44
Sawmills.....	44
Wooden Furniture.....	45
PAPER PRODUCTS.....	45
Pulp and Paper.....	45
PRINTING, PUBLISHING AND ALLIED INDUSTRIES.....	45
IRON AND STEEL PRODUCTS.....	45
Machine Shop Products.....	45
Primary Iron and Steel.....	45
TRANSPORTATION EQUIPMENT.....	45
Aircraft and Parts.....	45
Railway and Rolling Stock Equipment.....	54
Motor Vehicles, Parts and Accessories.....	54
Shipbuilding and Repairing.....	54
NON-FERROUS METAL PRODUCTS.....	54
ELECTRICAL APPARATUS AND SUPPLIES.....	55
NON-METALLIC MINERAL PRODUCTS.....	55
PRODUCTS OF PETROLEUM AND COAL.....	55
Petroleum Refining and Products.....	55
CHEMICAL PRODUCTS.....	55
MISCELLANEOUS MANUFACTURING.....	55

TABLE OF CONTENTS--Continued

	Page
TABLE 6.--MANUFACTURING--CANADA--BY INDUSTRY GROUP--OFFICE EMPLOYEES.....	64
FOOD AND BEVERAGES.....	64
TOBACCO AND TOBACCO PRODUCTS.....	64
RUBBER PRODUCTS.....	64
LEATHER PRODUCTS.....	65
TEXTILES (EXCEPT CLOTHING).....	65
CLOTHING (TEXTILE AND FUR).....	65
WOOD PRODUCTS.....	65
PAPER PRODUCTS.....	65
PRINTING, PUBLISHING AND ALLIED INDUSTRIES.....	65
IRON AND STEEL PRODUCTS.....	74
TRANSPORTATION EQUIPMENT.....	74
NON-FERROUS METAL PRODUCTS.....	74
ELECTRICAL APPARATUS AND SUPPLIES.....	75
NON-METALLIC MINERAL PRODUCTS.....	75
PRODUCTS OF PETROLEUM AND COAL.....	75
CHEMICAL PRODUCTS.....	75
MISCELLANEOUS MANUFACTURING.....	75
TABLE 7.--MINING--CANADA--NON-OFFICE EMPLOYEES.....	84
METAL MINING.....	84
Gold Mining (auriferous quartz only).....	84
Uranium Mining.....	84
Other Metal Mining.....	84
COAL MINING.....	85
NATURAL GAS.....	85
CRUDE OIL.....	85
NON-METAL MINING.....	85
QUARRYING, CLAY AND SAND PITS.....	85
PROSPECTING.....	85
TABLE 8.--TRANSPORTATION--CANADA--NON-OFFICE EMPLOYEES.....	94
AIR TRANSPORT.....	94
Operating Employees.....	94
Others.....	94
RAILWAY TRANSPORT.....	94
Running Trades.....	94
Others.....	94
URBAN AND SUBURBAN PASSENGER TRANSPORT.....	95
Operating Employees.....	95
Others.....	95
INTERURBAN BUS AND COACH TRANSPORT.....	95
Operating Employees.....	95
Others.....	95
TRUCKING.....	95
Operating Employees.....	95
Others.....	95
SERVICES INCIDENTAL TO WATER TRANSPORT.....	95

TABLE OF CONTENTS--Continued

	Page
TABLE 9.--TRANSPORTATION--CANADA--OFFICE EMPLOYEES.....	104
AIR TRANSPORT.....	104
RAILWAY TRANSPORT.....	104
URBAN AND SUBURBAN PASSENGER TRANSPORT.....	105
INTERURBAN BUS AND COACH TRANSPORT.....	105
TRUCKING.....	105
SERVICES INCIDENTAL TO WATER TRANSPORT.....	105
TABLE 10.--STORAGE--CANADA--NON-OFFICE EMPLOYEES.....	112
GRAIN ELEVATORS.....	112
STORAGE AND WAREHOUSING.....	112
TABLE 11.--STORAGE--CANADA--OFFICE EMPLOYEES.....	117
GRAIN ELEVATORS.....	117
STORAGE AND WAREHOUSING.....	117
TABLE 12.--PUBLIC UTILITIES AND COMMUNICATIONS--CANADA--NON-OFFICE EMPLOYEES.....	122
ELECTRIC POWER, GAS AND WATER UTILITIES.....	122
TELEPHONE COMMUNICATIONS.....	122
RADIO AND TELEVISION.....	122
TABLE 13.--PUBLIC UTILITIES AND COMMUNICATIONS--CANADA--OFFICE EMPLOYEES.	127
ELECTRIC POWER, GAS AND WATER UTILITIES.....	127
TELEPHONE COMMUNICATIONS.....	127
RADIO AND TELEVISION.....	127
TABLE 14.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--CANADA--NON-OFFICE EMPLOYEES.....	132
TABLE 15.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--CANADA--OFFICE EMPLOYEES..	136
TABLE 16.--SERVICE--CANADA--NON-OFFICE EMPLOYEES.....	140
HOTELS.....	140
RESTAURANTS.....	140
LAUNDRIES AND DRY CLEANING.....	140
TABLE 17.--TRADE--CANADA--NON-OFFICE EMPLOYEES.....	145
WHOLESALE TRADE.....	145
RETAIL TRADE.....	145
Sales Employees.....	145
Others.....	145

TABLE OF CONTENTS--Concluded

	Page
TABLE 18.--TRADE--CANADA--OFFICE EMPLOYEES.....	150
WHOLESALE TRADE.....	150
RETAIL TRADE.....	150
TABLE 19.--FINANCE AND INSURANCE--CANADA--OFFICE EMPLOYEES.....	154
BANKS.....	154
LIFE INSURANCE.....	154
NON-LIFE INSURANCE.....	154
INVESTMENT AND LOAN.....	154
APPENDIX A--FORM OF QUESTIONNAIRE.....	159

TECHNICAL NOTES

This Report summarizes the information obtained from the Annual Survey of Working Conditions in Canadian Industry conducted by the Economics and Research Branch of the Canadian Department of Labour, on May 1, 1960.

1. The term "working conditions", as used in this survey, designates the wide range of conditions of employment other than straight-time wages or salaries which constitute such an important part of the relationship between workers and their employers. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space or sanitation. The survey does not attempt to cover all items of working conditions each year. Items such as hours of work, paid statutory holidays, and vacations, which together with rates of remuneration are important aspects of the worker's take home pay, are dealt with each year; other items are dealt with at less frequent intervals.

Coverage and Scope of Survey:

2. The survey of working conditions is conducted by means of a mailed questionnaire. In the years 1953 to 1959, the questionnaire was sent out as of April 1 requesting information on working conditions in effect on that date. In 1960 the survey date was changed to May 1, and it is planned to continue to use this date in future surveys.

3. Prior to 1959 the survey was based on a mailing list of approximately 14,000 establishments. For the 1959 survey the mailing list was enlarged by approximately 6,000 establishments. The object of this enlargement was to up-date the mailing list by adding establishments which have come into existence in recent years and to include establishments which formerly did not meet the criterion of at least fifteen employees. Such large scale revisions of the mailing list, as well as the smaller revisions made from year to year, also make possible the inclusion of certain industrial or commercial groups for which there had not formerly been sufficient information to warrant the publication of data.

Comparability of Annual Surveys:

4. As stated in paragraph 3 above, substantial additions were made to the mailing lists for the 1959 survey. To facilitate comparisons of working conditions in 1959 with those of previous years on the basis of similar establishment coverage, special tabulations were prepared for the 1959 report giving 1959 data for those establishments in the mailing list prior to its enlargement. These were published alongside of tabulations based on establishments in the enlarged mailing lists. In the present report and in future reports only statistics based on the expanded mailing list will be published.

5. The Working Conditions Survey at its inception was designed to cover a universe of establishments having fifteen or more employees. Prior to the 1959 survey, however, where the size of an establishment fell below fifteen employees, it was usually retained in the expectation that its size would increase again. In the course of time a considerable accumulation of the small establishments resulted, and it was decided that in the processing of the data for 1959 and subsequent years they would be eliminated. (They

were, however, retained in those 1959 compilations prepared for the purpose of providing a basis of comparison of 1959 data with information for previous years.)

6. The universe of respondents from which annual survey statistical data is obtained varies somewhat from year to year as a result of the addition of new establishments to the mailing lists and owing to variations in response. In 1960, replies were obtained from 80 per cent of the establishments to which questionnaires were sent. In each annual survey second and third requests to reply to the survey are sent to all non-responding establishments and in the case of the larger employers mailed requests are followed by telegraph and telephone contacts where necessary. It is safe to assume, therefore, that the percentage coverage of numbers of employees is considerably higher than the percentage coverage of establishments. Despite the "follow-up" procedures carried out each year, there will be some unavoidable minor differences in the composition of the body of respondents in some industrial groups. This fact should be borne in mind when analyzing variations in apparently comparable statistics from year to year.

7. It should also be noted that the wording of the questionnaire upon which the annual surveys are based is carefully examined each year with a view to eliciting the most precise information possible. In many cases the wording of the questionnaire, in regard to a particular subject, will remain unchanged from year to year, but when it is found that a question has not been fully understood by respondents a more exact wording is sought. Users of this report seeking reasons for apparent changes in the incidence of certain working conditions should, therefore, be aware of possible effects on the statistics of changes in the wording of the questionnaire. To assist readers to assess such changes, the 1959 report had as an appendix a copy of the questionnaire used and this practice is continued in the present report and will be followed in all subsequent annual reports.

8. Examples of changes made in the questionnaire used in the 1960 survey and in methods of presentation in this report which should be noted are:

- (a) In the 1960 questionnaire the practice was introduced of providing an opportunity for respondents to state that they had "No established policy" (or to use a classification such as "No standard work week") on the condition dealt with, if such was the case. As a result, in a small number of cases in which respondents had heretofore not answered a question, they now showed "No established policy" or that the condition requested was not applicable. For example, in Table 1, item 10, 1 per cent of establishments reported that they had no standard work week; in previous years, this would have been shown as "No information".
- (b) In 1959 and prior years the working conditions report dealt with the incidence of the 5-day week and not with the number of working days per week, as does the 1960 report. Table 1, item 13, column 4, shows that 89 per cent of workers were in plants with a 5-day work week; information comparable to that given for 1960 in items 12, 14 and 15 is not available for 1959.

- (c) In 1959 no distinction was made between vacation policies which provided for increasing vacation periods as service increases, and policies which provided for a uniform vacation period regardless of length of service. In 1960, this variation of policy was provided for in the questionnaire. (See Table 1, item 21, column 3 showing that in 1960, 86 per cent of plant employees were in establishments which provided varying vacations, two weeks being one of the periods in the varying plan. Column 4, dealing with 1959, shows that 94 per cent of employees were in establishments which provided for vacations of two weeks, these including both varying period plans and plans in which two weeks was a uniform period. If, in column 3, item 47 is added to item 21, the percentage of employees in establishments which provide vacations of two weeks, varying or uniform, is found to be 93, a percentage comparable with the 94 per cent given for 1959 in item 21, column 4.)
- (d) For several items in Table 1 (e.g., Sickness and Accident Leave Plans and Paid Daily Overtime) information is provided for 1960 but not for 1959. The reason for such gaps in the 1959 data is that questions on these subjects were not asked in that year.

The examples given above are all taken from Table 1. They apply, however, with equal force to Table 2 which is the only other table in the report which gives data for 1959 as well as 1960. While the information given in all other tables in this report deals only with 1960, the considerations raised by these examples should be borne in mind by anyone studying any of the 1960 tables in conjunction with similar tables published in previous reports.

Concepts and Definitions:

9. Employers are asked to submit reports for each of their "establishments". The term "establishment" refers to an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is typically a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on the one survey return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

10. Reporting units are classified on the basis of the industrial descriptions contained in the Standard Industrial Classification Manual of the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The whole unit is then classified according to the activity listed first.

11. For most subjects on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as "plant" workers. Clerical, administrative and professional workers are classed as office workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehousemen, etc., are classified under "other".

Compilation Procedures:

12. Returns are edited for errors and inconsistencies; the information they contain is then punched on mechanical tabulation cards. Information in regard to the various items is classified by industry and/or geographic area.

13. Prior to 1959 the information obtained from returns and transferred to mechanical tabulation cards was compiled by means of mechanical data processing machines. Since 1959, tabulations have been compiled through the use of an IBM 650 electronic computer. The main advantage expected from the electronic computer method of compilation as compared with previous methods is that it will be possible to undertake more varied tabulations with the data. It is anticipated that in future a large number of refinements in the interpretation of data will be made possible through the use of the electronic computer.

Tabular Presentation:

14. The statistics in the tables in this report are, for each working condition surveyed, percentages of the total number of employees covered in the appropriate industrial or geographical classifications. Exceptions to this type of tabulation are (1) the distributions of reporting units given in Tables 1 and 2 and (2) the percentages of reporting units which have collective agreements as shown in each of the tables.

15. The data relating to collective agreements, presented for the first time in the 1959 report, refer to collective agreements with organizations coming within the scope of the directory section of the 1960 edition of "Labour Organizations in Canada", published by the Economics and Research Branch, Department of Labour.

16. Tables 1 and 2 give information for 1959 and 1960 whereas the remaining tables deal with 1960 only.

17. Employers who respond to the survey questionnaire are requested to report on working conditions, as these apply to the majority of their employees, in each of the employment categories enumerated in paragraph 11. For this reason it cannot be deduced, for instance, from Table 1 that 67 per cent of the non-office employees in manufacturing in Canada, covered by the 1960 survey, work a standard schedule of 40 hours per week. It may be said, however, that 67 per cent of the non-office employees are in establishments in which the 40-hour week is the standard work schedule for the majority of non-office employees. Similarly, in Table 1, 68 per cent of the total number

of plant employees are in plants reporting pension plans for non-office employees; this does not necessarily mean that this percentage of employees is covered by such plans.

18. For manufacturing, the largest industrial group covered by the survey, distributions are given for both non-office and office employees by province and by major industrial groups. An additional industrial distribution of working conditions for non-office employees is given in Table 5. In this table, the columns with lower case headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major industrial group of which they form a part.

Confidential Nature of Survey:

19. Information received by the Department of Labour from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilation of statistical totals; care is exercised to avoid revealing the identity of any individual respondent. More detailed distributions of the information contained in the report, as well as information on industries not shown herein, may be available on request, subject to the limitations required to protect the confidential replies of participating employers.

Table 1.--MANUFACTURING--Canada--Plant Employees

All percentages in this table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are given as Item 1, below. In comparing statistics for 1960 and 1959 refer to paragraphs 5 to 10 of the Technical Notes. Percentages of less than 0.5 are designated by a dash. Spaces which are entirely blank indicate that comparable information is not available.

No.		Reporting Units		Plant Employees	
		1960	1959	1960	1959
No.		No.	No.	No.	No.
1	<u>Survey Coverage</u>	8,028	7,902	809,736	819,401
		%	%	%	%
	<u>Standard Work Week</u>				
2	Under 40 hours.....	4	5	3	4
3	40 hours.....	51	49	67	66
4	Over 40 and under 44 hours.....	9	9	10	9
5	44 hours.....	9	10	4	5
6	45 hours.....	11	10	8	8
7	Over 45 and under 48 hours.....	2	3	1	1
8	48 hours.....	7	7	4	4
9	Over 48 hours.....	6	7	3	3
10	No standard work week.....	1		-	
11	No information.....	-		-	
	<u>Days Per Week</u>				
12	Less than 5.....	-		-	
13	5.....	80	77	90	89
14	More than 5.....	19		10	
15	No standard number of days.....	1		-	
16	No information.....	-		-	
	<u>Vacations With Pay</u>				
17	Provide vacations with pay.....	96		98	
18	Do not provide vacations*.....	3		1	
19	No information.....	1		1	
20	Vacation increases with service.....	68		86	
21	Two weeks.....	67	85	86	94
22	After: 1 year or less.....	20	30	20	23
23	2 years.....	13	16	14	14
24	3 years.....	14	16	26	28
25	4 years.....	1		1	
26	5 years.....	17	19	24	26
27	More than 5 years.....	2		1	
28	Other periods.....		4		3
29	No information on service required..	-		-	

* This category includes reports that indicated no established policy.

Table 1.--MANUFACTURING--Canada--Plant Employees

--Continued--

No.		Reporting Units		Plant Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
30	Three weeks.....	43	44	72	71
31	After: Less than 10 years.....	6	5	6	5
32	10 years.....	8	7	11	8
33	11 to 14 years.....	2	2	4	4
34	15 years.....	22	24	45	47
35	16 to 19 years.....	1		1	
36	20 years.....	2	3	2	3
37	More than 20 years.....	2		3	
38	Other periods.....		3		4
39	No information on service required..	-		-	
40	Four weeks.....	11	10	31	26
41	After: Less than 25 years.....	2	2	4	2
42	25 years.....	8	7	25	22
43	More than 25 years.....	1	1	2	2
44	No information on service required..	-		-	
45	Vacation does not increase with service.	28		12	
46	1 week.....	11		5	
47	2 weeks.....	17		7	
48	3 weeks or more.....	-		-	
49	<u>Paid Statutory or Public Holidays.....</u>	89	89	96	95
50	1 to 5.....	12	13	10	10
51	6.....	6	8	5	7
52	7.....	10	11	8	9
53	8.....	41	40	53	52
54	9.....	13	13	15	14
55	More than 9.....	3	4	3	3
56	Number not stated.....	4		2	
57	No paid statutory holidays.....	7	7	3	3
58	No established policy.....	3		1	
59	No information.....	1	4	-	2
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
60	Paid holiday observed on a working day.....	36	30	35	29
61	An extra day's pay instead of working day off.....	14	14	24	25
62	No compensation in money or time-off.	19	29	22	29
63	No established policy.....	10		6	
64	No information.....	10	16	9	12

Table 1.--MANUFACTURING--Canada--Plant Employees

--Continued--

No.		Reporting Units		Plant Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)				
	Sunday:				
65	Paid holiday observed on a working day.....	41	41	47	44
66	An extra day's pay instead of working day off.....	11	15	19	22
67	No compensation in money or time-off.....	16	26	16	24
68	No established policy.....	9		6	
69	No information.....	12	7	8	5
	<u>Pension Plans</u>				
70	Have pension plans.....	40	40	68	67
71	Do not have pension plans.....	58	43	30	24
72	No information.....	2	17	2	9
	Vested rights of employees:				
73	Have vested rights.....	28		47	
74	Have no vested rights.....	10		20	
75	No information.....	2		1	
	Payments integrated with Old Age Security Act (levelling off option):				
76	Integrated.....	13		33	
77	Not integrated.....	23		32	
78	No information.....	4		3	
	<u>Group Life Insurance Plans</u>				
79	Have group insurance plans.....	70	71	87	88
80	Do not have group insurance plans.....	28	20	12	8
81	No information on group insurance plans.....	2	9	1	4
82	Employer contributes to premiums.....	67	67	85	84
83	In full.....	8		13	
84	In part.....	55		67	
85	Contributes, but proportion not stated.....	4		5	
86	No contribution or no information.....	3	4	2	4

Table 1.--MANUFACTURING--Canada--Plant Employees

--Continued--

No.		Reporting Units		Plant Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Sickness and Accident Leave Benefit Plans</u>				
87	Have such benefit plans.....	59		79	
88	Do not have such benefit plans.....	37		18	
89	No information.....	4		3	
	Type of benefit plan:				
90	Paid sick leave only.....	10		12	
91	Cash compensation insurance only.....	41		59	
92	Combination of paid sick leave and cash compensation insurance.....	8		8	
	<u>Paid Daily Overtime</u>				
93	Have daily overtime provision.....	73		87	
94	No daily overtime provision.....	13		5	
95	No established daily overtime policy....	5		2	
96	No information.....	9		6	
	Overtime paid after work period of:				
97	8 hours or less per day.....	49		68	
98	More than 8 hours per day.....	20		17	
99	No information.....	4		2	
	Overtime rates:				
100	1 1/4.....	2		1	
101	1 1/2.....	68		84	
102	Other rates.....	2		1	
103	No information.....	1		1	
	<u>Scheduled Rest Periods</u>				
104	Have rest periods.....	73		68	
105	Do not have rest periods.....	19		24	
106	No established policy.....	7		6	
107	No information.....	1		2	
	Rest periods per day:				
108	One.....	8		7	
109	Two.....	63		59	
110	Other.....	1		1	
111	No information.....	1		1	

Table 1.--MANUFACTURING--Canada--Plant Employees

--Concluded--

		Reporting Units		Plant Employees	
		1960	1959	1960	1959
No.		%	%	%	%
	<u>Scheduled Rest Periods (Concl'd)</u>				
	Total minutes per day:				
112	10 minutes or less.....	7		8	
113	11 to 19 minutes.....	6		3	
114	20 minutes.....	43		43	
115	21 to 29 minutes.....	1		1	
116	30 minutes.....	14		10	
117	More than 30 minutes.....	1		1	
118	No information.....	1		2	
	<u>Collective Agreements</u>				
119	Percentage of reporting units having agreements.....	45	47		
120	Percentage of employees covered.....			66	67

Table 2.--MANUFACTURING--Canada--Office Employees

All percentages in this table denote proportions of the total number of reporting units and office employees covered by the Survey. These coverage figures are given as item 1, below. In comparing statistics for 1960 and 1959 refer to paragraphs 5 to 10 of the Technical Notes. Percentages of less than 0.5 are designated by a dash. Spaces which are entirely blank indicate that comparable information is not available.

No.		Reporting Units		Office Employees	
		1960	1959	1960	1959
No.		No.	No.	No.	No.
1	<u>Survey Coverage</u>	7,732	7,658	234,618	229,233
		%	%	%	%
	<u>Standard Work Week</u>				
2	Under 37½ hours.....	30	29	27	27
3	37½ hours.....	23	22	43	42
4	Over 37½ and under 40 hours.....	5	6	8	9
5	40 hours.....	26	26	18	18
6	Over 40 hours and under 44.....	3	4	2	2
7	44 hours.....	6	6	1	2
8	Over 44 hours.....	6	7	1	-
9	No standard work week.....	1		-	
10	No information.....	-		-	
	<u>Days Per Week</u>				
11	Less than 5.....	-		-	
12	5.....	83	81	95	95
13	More than 5.....	16		5	
14	No standard number of days.....	1		-	
15	No information.....	-		-	
	<u>Vacations With Pay</u>				
16	Provide vacations with pay.....	96		100	
17	Do not provide vacations★.....	3		-	
18	No information.....	1		-	
19	Vacation increases with service.....	61		90	
20	Two weeks.....	61	92	90	98
21	After: 1 year or less.....	42	66	79	89
22	2 years.....	11	15	7	6
23	3 years.....	3	4	1	2
24	4 years.....	-		-	
25	5 years.....	3	5	2	1
26	More than 5 years.....	1		-	
27	Other periods.....		2		-
28	No information on service required..	1		1	

★ This category includes reports that indicated no established policy.

Table 2.--MANUFACTURING--Canada--Office Employees

--Continued--

No.		Reporting Units		Office Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
29	Three weeks.....	43	44	83	82
30	After: Less than 10 years.....	7	6	7	6
31	10 years.....	10	8	22	17
32	11 to 14 years.....	2	2	4	6
33	15 years.....	20	23	46	49
34	16 to 19 years.....	-	-	-	-
35	20 years.....	2	3	2	2
36	More than 20 years.....	2	-	2	-
37	Other periods.....	-	2	-	2
38	No information on service required..	-	-	-	-
39	Four weeks.....	13	11	37	32
40	After: Less than 25 years.....	3	2	5	4
41	25 years.....	9	8	28	25
42	More than 25 years.....	1	1	4	3
43	No information on service required..	-	-	-	-
44	Vacation does not increase with service.	35	-	10	-
45	1 week.....	6	-	1	-
46	2 weeks.....	29	-	9	-
47	3 weeks or more.....	-	-	-	-
48	<u>Paid Statutory or Public Holidays.....</u>	90	93	99	99
49	1 to 5.....	7	8	2	2
50	6.....	5	6	2	3
51	7.....	10	11	7	8
52	8.....	43	45	60	58
53	9.....	16	16	22	23
54	More than 9.....	6	7	5	5
55	Number not stated.....	3	-	1	-
56	No paid statutory holidays.....	7	2	1	-
57	No established policy.....	3	-	-	-
58	No information.....	-	5	-	1
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
59	Paid holiday observed on a working day.....	37	33	46	39
60	An extra day's pay instead of working day off.....	5	4	3	3
61	No compensation in money or time-off.	25	40	35	48
62	No established policy.....	11	-	7	-
63	No information.....	12	16	8	9

Table 2.--MANUFACTURING--Canada--Office Employees

--Continued--

No.		Reporting Units		Office Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)				
	Sunday:				
64	Paid holiday observed on a working day.....	43	44	60	53
65	An extra day's pay instead of working day off.....	3	5	2	3
66	No compensation in money or time-off.	21	35	24	37
67	No established policy.....	10		6	
68	No information.....	13	9	7	6
	<u>Pension Plans</u>				
69	Have pension plans.....	43	43	81	82
70	Do not have pension plans.....	55	38	18	13
71	No information.....	2	19	1	5
	Vested rights of employees:				
72	Have vested rights.....	32		60	
73	Have no vested rights.....	10		20	
74	No information.....	1		1	
	Payments integrated with Old Age Security Act (levelling off option):				
75	Integrated.....	15		38	
76	Not integrated.....	25		40	
77	No information.....	3		3	
	<u>Group Life Insurance Plans</u>				
78	Have group insurance plans.....	72	72	94	93
79	Do not have group insurance plans.....	26	18	6	4
80	No information on group insurance plans.	2	10	-	3
81	Employer contributes to premiums.....	69	68	91	90
82	In full.....	9		13	
83	In part.....	56		73	
84	Contributes, but proportion not stated.....	4		5	
85	No contribution or no information.....	3	4	3	3

Table 2.--MANUFACTURING--Canada--Office Employees

--Concluded--

No.		Reporting Units		Office Employees	
		1960	1959	1960	1959
		%	%	%	%
	<u>Sickness and Accident Leave Benefit Plans</u>				
86	Have such benefit plans.....	60		83	
87	Do not have such benefit plans.....	36		14	
88	No information.....	4		3	
	Type of benefit plan:				
89	Paid sick leave only.....	25		44	
90	Cash compensation insurance only.....	15		6	
91	Combination of paid sick leave and cash compensation insurance.....	20		33	
	<u>Scheduled Rest Periods</u>				
92	Have rest periods.....	69		66	
93	Do not have rest periods.....	21		28	
94	No established policy.....	7		4	
95	No information.....	3		2	
	Rest periods per day:				
96	One.....	8		10	
97	Two.....	59		55	
98	Other.....	-		-	
99	No information.....	2		1	
	Total minutes per day:				
100	10 minutes or less.....	5		6	
101	11 to 19 minutes.....	7		7	
102	20 minutes.....	35		33	
103	21 to 29 minutes.....	1		1	
104	30 minutes.....	18		17	
105	More than 30 minutes.....	1		-	
106	No information.....	2		2	
	<u>Collective Agreements..</u>				
107	Percentage of reporting units having agreements.....	3	4		
108	Percentage of employees covered.....			8	8

TABLE 3
MANUFACTURING
BY PROVINCE--PLANT EMPLOYEES
FOLLOWS

Table 3.--MANUFACTURING--By Province--Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		Nfld.	P.E.I.	N.S.
		No.	No.	No.
	<u>Survey Coverage</u>			
1	Reporting units.....	62	18	208
2	Employees.....	6,225	859	19,191
		%	%	%
	<u>Standard Work Week</u>			
3	Under 40 hours.....	-	-	1
4	40 hours.....	49	27	59
5	Over 40 hours.....	51	71	39
6	No standard work week.....	-	2	1
7	No information.....	-	-	-
	<u>Days Per Week</u>			
8	Less than 5.....	-	-	-
9	5.....	68	30	63
10	More than 5.....	32	68	36
11	No standard number of days.....	-	2	1
12	No information.....	-	-	-
	<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	93	73	96
14	Do not provide vacations*.....	3	10	3
15	No information.....	4	17	1
16	Vacation increases with service.....	57	34	75
17	Two weeks.....	57	34	75
18	After: 1 year or less.....	25	5	9
19	2 years.....	28	10	12
20	3 years.....	-	19	35
21	4 years.....	2	-	1
22	5 years.....	2	-	17
23	More than 5 years.....	-	-	1
24	No information on service required...	-	-	-

* This category includes reports that indicated no established policy.

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
No.	No.	No.	No.	No.	No.	No.	No.
138	2,368	3,630	359	164	323	758	1
12,666	265,948	395,175	23,230	6,686	18,949	60,807	2
%	%	%	%	%	%	%	
-	3	4	4	6	2	4	3
63	56	72	73	79	69	87	4
32	41	24	23	15	28	9	5
5	-	-	-	-	1	-	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
68	87	95	86	90	79	92	9
27	13	5	14	10	20	8	10
5	-	-	-	-	1	-	11
-	-	-	-	-	-	-	12
91	99	99	99	99	98	96	13
7	1	1	-	1	2	2	14
2	-	-	1	-	-	2	15
66	83	92	81	94	89	83	16
66	82	92	81	94	89	83	17
10	12	14	48	91	22	80	18
6	15	13	20	1	67	1	19
12	20	36	10	1	-	1	20
-	2	2	-	1	-	-	21
37	32	24	2	-	-	1	22
1	1	2	-	-	-	-	23
-	-	1	1	-	-	-	24

Table 3.—MANUFACTURING—By Province—Plant Employees

—Continued—

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	48	19	49
26	After: Less than 10 years.....	1	-	1
27	10 years.....	2	-	3
28	11 to 14 years.....	-	-	1
29	15 years.....	45	19	40
30	16 to 19 years.....	-	-	-
31	20 years.....	-	-	2
32	More than 20 years.....	-	-	2
33	No information on service required...	-	-	-
34	Four weeks.....	42	19	29
35	After: Less than 25 years.....	2	-	2
36	25 years.....	40	19	27
37	More than 25 years.....	-	-	-
38	No information on service required...	-	-	-
39	Vacation does not increase with service..	36	39	21
40	1 week.....	8	4	9
41	2 weeks.....	28	35	12
42	3 weeks or more.....	-	-	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	51	14	31
44	8.....	7	17	44
45	9.....	11	22	8
46	More than 9.....	1	2	4
47	Number not stated.....	5	17	3
48	No paid statutory holidays.....	19	22	7
49	No established policy.....	6	-	3
50	No information.....	-	6	-
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	53	9	35
52	An extra day's pay instead of working day off.....	7	20	8
53	No compensation in money or time-off.	6	7	31
54	No established policy.....	3	27	6
55	No information.....	6	9	10

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	%	
51	64	79	67	94	70	80	25
1	1	2	3	87	5	50	26
4	8	14	14	5	17	17	27
-	5	4	4	-	1	2	28
40	40	54	40	2	45	11	29
1	1	1	-	-	-	-	30
-	3	2	3	-	1	-	31
5	6	2	2	-	-	-	32
-	-	-	1	-	1	-	33
31	28	34	25	32	31	25	34
1	2	4	6	14	7	6	35
28	22	29	18	17	24	19	36
2	4	1	-	-	-	-	37
-	-	-	1	1	-	-	38
25	16	7	18	5	9	13	39
14	7	3	1	-	-	-	40
11	9	4	17	4	9	13	41
-	-	-	-	1	-	-	42
42	40	14	15	3	9	11	43
33	34	71	38	49	39	43	44
9	12	11	22	43	38	39	45
-	5	1	20	4	6	2	46
5	3	1	1	1	4	1	47
5	4	1	3	-	3	3	48
6	2	1	1	-	1	1	49
-	-	-	-	-	-	-	50
29	28	41	38	56	36	29	51
18	25	25	19	24	29	22	52
13	22	20	25	9	19	36	53
4	7	6	7	4	6	2	54
25	12	6	7	7	6	7	55

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Sunday:			
56	Paid holiday observed on a working day.....	54	15	37
57	An extra day's pay instead of working day off.....	5	20	5
58	No compensation in money or time-off.	5	7	31
59	No established policy.....	3	19	4
60	No information.....	8	11	13
	<u>Pension Plans</u>			
61	Have pension plans.....	46	34	55
62	Do not have pension plans.....	52	45	41
63	No information.....	2	21	4
	Vested rights of employees:			
64	Have vested rights.....	28	34	41
65	Have no vested rights.....	18	-	13
66	No information.....	-	-	1
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	24	2	35
68	Not integrated.....	21	30	18
69	No information.....	1	2	2
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	66	59	69
71	Do not have group insurance plans.....	32	33	30
72	No information on group insurance plans..	2	8	1
73	Employer contributes to premiums.....	65	59	66
74	In full.....	1	-	9
75	In part.....	64	59	55
76	Contributes, but proportion not stated.....	-	-	2
77	No contribution or no information.....	1	-	3

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
%	%	%	%	%	%	%	No.
40	40	51	42	64	43	67	56
16	22	19	14	20	24	12	57
3	16	16	22	6	16	10	58
4	6	6	8	4	6	2	59
26	10	6	10	6	7	5	60
55	60	76	62	70	72	65	61
37	38	23	36	25	26	33	62
8	2	1	2	5	2	2	63
50	37	53	46	43	48	52	64
4	22	22	14	27	23	10	65
1	1	1	2	-	1	3	66
29	26	38	22	34	30	44	67
24	31	35	32	30	34	19	68
2	3	3	8	6	8	2	69
82	86	91	74	84	84	80	70
17	13	8	25	14	15	18	71
1	1	1	1	2	1	2	72
77	83	89	71	80	84	79	73
7	8	19	8	10	7	4	74
69	72	63	60	67	72	74	75
1	3	7	3	3	5	1	76
5	3	2	3	4	-	1	77

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	69	45	80
79	Do not have such benefit plans.....	31	27	18
80	No information.....	-	28	2
	Type of benefit plan:			
81	Paid sick leave only.....	11	6	12
82	Cash compensation insurance only.....	16	38	63
83	Combination of paid sick leave and cash compensation insurance.....	42	1	5
	<u>Paid Daily Overtime</u>			
84	Have daily overtime provision.....	94	91	89
85	No daily overtime provision.....	2	5	7
86	No established daily overtime policy.....	3	1	2
87	No information.....	1	3	2
	Overtime paid after work period of:			
88	8 hours or less per day.....	56	52	78
89	More than 8 hours per day.....	36	31	8
90	No information.....	2	8	3
	Overtime rates:			
91	1 1/4.....	4	7	4
92	1 1/2.....	89	78	81
93	Other rates.....	1	6	2
94	No information.....	-	-	2
	<u>Scheduled Rest Periods</u>			
95	Have rest periods.....	46	83	42
96	Do not have rest periods.....	48	14	50
97	No established policy.....	6	3	4
98	No information.....	-	-	4
	Rest periods per day:			
99	One.....	4	-	7
100	Two.....	41	77	34
101	Other.....	1	-	-
102	No information.....	-	6	1

Table 3.--MANUFACTURING--By Province--Plant Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	%	
70	74	85	66	85	79	75	78
28	22	13	30	14	20	23	79
2	4	2	4	1	1	2	80
23	17	10	8	24	25	7	81
33	49	67	51	49	43	61	82
14	8	8	7	12	11	7	83
77	85	87	87	95	95	96	84
17	4	6	4	1	1	1	85
3	2	1	2	-	1	1	86
3	9	6	7	4	3	2	87
66	56	71	73	85	79	92	88
9	26	14	12	4	12	2	89
2	3	2	2	6	4	2	90
-	-	1	11	-	1	-	91
76	83	84	74	92	94	95	92
1	1	1	1	-	-	1	93
-	1	1	1	3	-	-	94
45	63	72	88	90	70	78	95
32	28	22	9	8	22	17	96
21	7	5	1	1	5	5	97
2	2	1	2	1	3	-	98
4	8	8	9	6	3	2	99
40	51	63	77	82	67	75	100
-	1	-	1	1	-	1	101
1	3	1	1	1	-	-	102

Table 3.--MANUFACTURING--By Province--Plant Employees

--Concluded--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Scheduled Rest Periods (Concl'd)</u>			
	Total minutes per day:			
103	10 minutes or less.....	3	-	8
104	11 to 19 minutes.....	1	2	1
105	20 minutes.....	29	70	23
106	21 to 29 minutes.....	-	-	-
107	30 minutes.....	10	11	10
108	More than 30 minutes.....	1	-	-
109	No information.....	2	-	-
	<u>Collective Agreements</u>			
110	Percentage of reporting units having agreements.....	48	33	35
111	Percentage of employees covered.....	68	50	63

Table 3.--MANUFACTURING--By Province--Plant Employees

--Concluded--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
%	%	%	%	%	%	%	No.
14	8	9	16	4	2	7	103
7	5	3	3	8	4	3	104
17	36	47	49	62	47	56	105
-	1	2	-	-	-	-	106
7	10	9	18	14	17	10	107
-	-	1	2	2	-	1	108
-	3	1	-	-	-	1	109
38	37	46	51	48	46	69	110
61	61	68	64	69	68	83	111

Table 4.--MANUFACTURING--By Province--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		Nfld.	P.E.I.	N.S.
		No.	No.	No.
	<u>Survey Coverage</u>			
1	Reporting units.....	60	18	193
2	Employees.....	1,157	271	3,343
		%	%	%
	<u>Standard Work Week</u>			
3	Under 37½ hours.....	30	6	51
4	37½ hours.....	35	28	23
5	Over 37½ hours.....	35	63	26
6	No standard work week.....	-	3	-
7	No information.....	-	-	-
	<u>Days Per Week</u>			
8	Less than 5.....	-	-	-
9	5.....	89	56	79
10	More than 5.....	11	41	21
11	No standard number of days.....	-	3	-
12	No information.....	-	-	-
	<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	99	98	99
14	Do not provide vacations*.....	1	2	1
15	No information.....	-	-	-
16	Vacation increases with service.....	70	27	60
17	Two weeks.....	70	27	60
18	After: 1 year or less.....	70	25	51
19	2 years.....	-	2	4
20	3 years.....	-	-	-
21	4 years.....	-	-	-
22	5 years.....	-	-	5
23	More than 5 years.....	-	-	-
24	No information on service required...	-	-	-

This category includes reports that indicated no established policy.

Table 4.--MANUFACTURING--By Province--Office Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
No.	No.	No.	No.	No.	No.	No.	No.
132	2,289	3,541	342	160	301	696	1
2,300	71,015	129,801	6,148	2,030	5,819	12,734	2
%	%	%	%	%	%	%	
34	30	27	21	21	16	17	3
23	45	44	34	28	35	45	4
43	25	29	45	51	49	38	5
-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
77	92	98	93	90	89	97	9
23	8	2	7	10	11	3	10
-	-	-	-	-	-	-	11
-	-	-	-	-	-	-	12
98	99	99	100	99	100	99	13
1	1	1	-	-	-	1	14
1	-	-	-	1	-	-	15
72	89	92	86	94	83	85	16
72	89	92	86	94	83	84	17
60	75	83	80	92	51	84	18
3	9	5	5	2	32	-	19
2	1	2	1	-	-	-	20
-	-	-	-	-	-	-	21
6	3	1	-	-	-	-	22
1	1	-	-	-	-	-	23
-	-	1	-	-	-	-	24

Table 4.--MANUFACTURING--By Province--Office Employees

--Continued--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	69	23	54
26	After: Less than 10 years.....	8	-	12
27	10 years.....	5	-	3
28	11 to 14 years.....	-	-	-
29	15 years.....	56	23	34
30	16 to 19 years.....	-	-	-
31	20 years.....	-	-	3
32	More than 20 years.....	-	-	2
33	No information on service required...	-	-	-
34	Four weeks.....	55	23	28
35	After: Less than 25 years.....	3	-	1
36	25 years.....	52	23	27
37	More than 25 years.....	-	-	-
38	No information on service required...	-	-	-
39	Vacation does not increase with service..	29	71	39
40	1 week.....	-	1	2
41	2 weeks.....	28	70	37
42	3 weeks or more.....	1	-	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	63	9	11
44	8.....	9	38	49
45	9.....	5	29	28
46	More than 9.....	8	2	6
47	Number not stated.....	7	-	2
48	No paid statutory holidays.....	6	21	3
49	No established policy.....	2	-	1
50	No information.....	-	1	-
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	63	10	36
52	An extra day's pay instead of working day off.....	-	3	4
53	No compensation in money or time-off.	8	4	32
54	No established policy.....	9	33	6
55	No information.....	12	28	18

Table 4.--MANUFACTURING--By Province--Office Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	%	
51	80	87	81	93	71	83	25
1	4	5	9	86	9	37	26
5	15	26	13	5	19	31	27
-	9	3	2	-	1	3	28
43	48	49	48	2	41	12	29
1	-	-	-	-	-	-	30
-	1	2	7	-	-	-	31
1	3	1	2	-	1	-	32
-	-	1	-	-	-	-	33
29	41	36	26	39	36	36	34
-	4	6	7	16	8	9	35
29	29	28	19	22	28	27	36
-	8	2	-	-	-	-	37
-	-	-	-	1	-	-	38
26	10	7	14	5	17	14	39
-	1	-	-	-	-	-	40
26	9	7	14	2	17	12	41
-	-	-	-	3	-	2	42
32	24	4	5	2	8	1	43
37	49	75	13	48	36	13	44
22	17	18	23	49	45	78	45
1	7	1	54	1	8	4	46
4	1	1	2	-	1	2	47
2	2	1	3	-	1	1	48
2	-	-	-	-	1	1	49
-	-	-	-	-	-	-	50
44	40	51	41	45	39	30	51
-	3	2	7	7	3	5	52
22	39	32	36	28	36	53	53
5	6	8	7	8	12	4	54
25	10	6	6	12	8	6	55

Table 4.--MANUFACTURING--By Province--Office Employees

--Continued--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Paid Statutory or Public Holidays</u>			
	(Concl'd)			
	Sunday:			
56	Paid holiday observed on a working day.....	69	14	42
57	An extra day's pay instead of working day off.....	-	3	1
58	No compensation in money or time-off.	4	4	33
59	No established policy.....	9	27	3
60	No information.....	10	30	17
	<u>Pension Plans</u>			
61	Have pension plans.....	68	53	63
62	Do not have pension plans.....	29	46	36
63	No information.....	3	1	1
	Vested rights of employees:			
64	Have vested rights.....	40	53	37
65	Have no vested rights.....	28	-	25
66	No information.....	-	-	1
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	30	20	25
68	Not integrated.....	38	31	36
69	No information.....	-	3	2
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	87	80	84
71	Do not have group insurance plans.....	13	17	16
72	No information on group insurance plans..	-	3	-
73	Employer contributes to premiums.....	86	79	79
74	In full.....	3	-	3
75	In part.....	82	79	74
76	Contributes, but proportion not stated.....	1	-	2
77	No contribution or no information.....	1	1	5

Table 4.--MANUFACTURING--By Province--Office Employees

--Continued--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
%	%	%	%	%	%	%	No.
52	59	62	51	59	49	65	56
2	2	1	1	6	1	2	57
14	23	24	32	21	29	23	58
4	5	7	5	7	11	3	59
24	9	5	8	7	8	5	60
60	79	84	73	78	77	78	61
38	20	15	26	20	22	21	62
2	1	1	1	2	1	1	63
49	51	66	58	46	57	66	64
10	27	16	13	32	20	11	65
1	1	2	2	-	-	1	66
30	35	41	28	29	35	43	67
29	40	41	38	41	35	33	68
1	4	2	7	8	7	2	69
78	94	96	79	82	94	89	70
22	6	4	20	17	5	10	71
-	-	-	1	1	1	1	72
76	90	94	77	78	93	88	73
3	9	18	7	11	8	6	74
73	79	69	67	66	81	80	75
-	2	7	3	1	4	2	76
2	4	2	2	4	1	1	77

Table 4.--MANUFACTURING--By Province--Office Employees

--Concluded--

No.		Nfld.	P.E.I.	N.S.
		%	%	%
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	86	41	82
79	Do not have such benefit plans.....	14	29	12
80	No information.....	-	30	6
	Type of benefit plan:			
81	Paid sick leave only.....	47	4	25
82	Cash compensation insurance only.....	3	35	8
83	Combination of paid sick leave and cash compensation insurance.....	36	2	49
	<u>Scheduled Rest Periods</u>			
84	Have rest periods.....	20	83	58
85	Do not have rest periods.....	63	13	38
86	No established policy.....	15	3	3
87	No information.....	2	1	1
	Rest periods per day:			
88	One.....	6	6	22
89	Two.....	14	77	32
90	Other.....	-	-	-
91	No information.....	-	-	4
	Total minutes per day:			
92	10 minutes or less.....	2	-	3
93	11 to 19 minutes.....	5	9	24
94	20 minutes.....	9	29	21
95	21 to 29 minutes.....	-	-	-
96	30 minutes.....	4	45	10
97	More than 30 minutes.....	-	-	-
98	No information.....	-	-	-
	<u>Collective Agreements</u>			
99	Percentage of reporting units having agreements.....	5	-	1
100	Percentage of employees covered.....	22	-	-

Table 4.--MANUFACTURING--By Province--Office Employees

--Concluded--

N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	
%	%	%	%	%	%	%	No.
64	80	87	68	80	76	76	78
32	16	11	26	19	20	23	79
4	4	2	6	1	4	1	80
29	47	44	40	56	50	31	81
4	6	7	5	8	10	7	82
31	27	36	23	16	16	38	83
42	56	69	96	89	72	81	84
26	36	25	3	10	23	14	85
27	5	4	1	1	5	5	86
5	3	2	-	-	-	-	87
8	9	11	9	10	9	3	88
34	46	57	86	77	63	77	89
-	-	-	-	1	-	-	90
-	1	1	1	1	-	1	91
13	5	7	13	4	5	3	92
6	7	7	10	10	8	2	93
14	26	36	39	55	40	34	94
-	1	1	2	-	-	2	95
8	15	16	31	18	19	38	96
1	-	-	1	1	-	1	97
-	2	2	-	1	-	1	98
2	4	3	2	11	1	3	99
6	10	7	1	10	-	9	100

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		FOOD AND BEVER- AGES	Slaugh- tering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
No.		No.	No.	No.	No.	No.
<u>Survey Coverage</u>						
1	Reporting units.....	1,414	135	86	256	394
2	Employees.....	114,677	20,685	5,243	22,182	20,025
		%	%	%	%	%
<u>Standard Work Week</u>						
3	Under 40 hours.....	2	-	-	12	-
4	40 hours.....	57	72	84	23	69
5	Over 40 hours.....	39	28	16	63	29
6	No standard work week.....	2	-	-	2	2
7	No information.....	-	-	-	-	-
<u>Days Per Week</u>						
8	Less than 5.....	-	-	-	-	1
9	5.....	78	82	87	76	78
10	More than 5.....	20	18	13	21	19
11	No standard number of days.....	2	-	-	2	2
12	No information.....	-	-	-	1	-
<u>Vacations With Pay</u>						
13	Provide vacations with pay.....	98	99	100	100	99
14	Do not provide vacations*.....	1	1	-	-	1
15	No information.....	1	-	-	-	-
16	Vacation increases with service.	87	94	96	92	90
17	Two weeks.....	86	94	96	92	90
18	After: 1 year or less.....	27	23	21	21	37
19	2 years.....	22	18	46	10	37
20	3 years.....	28	44	23	49	7
21	4 years.....	1	-	3	2	-
22	5 years.....	7	7	2	9	8
23	More than 5 years...	1	2	1	1	1
24	No information on service required.....	-	-	-	-	-

* This category includes reports that indicated no established policy.

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS	Rubber Footwear	Tires and Tubes	LEATHER PRODUCTS	Boots and Shoes	TEXTILES (EXCEPT CLOTHING)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
19 7,023	48 14,069	8 3,969	10 6,321	230 19,736	132 14,054	324 44,674	58 15,476	72 7,602	1 2
%	%	%	%	%	%	%	%	%	
-	1	-	1	1	-	-	-	1	3
89	66	-	98	29	23	55	86	26	4
11	33	100	1	70	77	45	14	73	5
-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	8
93	99	100	100	82	77	88	98	74	9
7	1	-	-	18	23	12	2	26	10
-	-	-	-	-	-	-	-	-	11
-	-	-	-	-	-	-	-	-	12
100	100	100	100	99	100	99	100	98	13
-	-	-	-	1	-	1	-	2	14
-	-	-	-	-	-	-	-	-	15
95	99	100	99	50	43	88	95	84	16
95	99	100	99	50	43	88	95	84	17
7	11	1	16	19	22	10	-	3	18
84	4	-	8	5	2	7	6	10	19
-	53	-	75	6	2	11	7	9	20
-	-	-	-	-	-	2	2	7	21
-	31	99	-	19	15	55	75	53	22
4	-	-	-	-	-	3	5	2	23
-	-	-	-	1	2	-	-	-	24

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		FOOD AND BEVER- AGES	Slaugh- tering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		%	%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>					
25	Three weeks.....	75	85	88	77	81
26	After: Less than 10 years..	11	5	10	7	12
27	10 years.....	16	7	21	19	13
28	11 to 14 years.....	5	1	11	7	8
29	15 years.....	36	72	45	13	46
30	16 to 19 years.....	3	-	-	14	-
31	20 years.....	2	-	-	10	2
32	More than 20 years..	2	-	1	7	-
33	No information on service required.....	-	-	-	-	-
34	Four weeks.....	37	77	21	21	27
35	After: Less than 25 years..	9	3	17	3	7
36	25 years.....	27	74	4	18	20
37	More than 25 years..	1	-	-	-	-
38	No information on service required.....	-	-	-	-	-
39	Vacation does not increase with service.....	11	5	4	8	9
40	1 week.....	5	3	2	5	4
41	2 weeks.....	6	2	2	3	5
42	3 weeks or more.....	-	-	-	-	-
	<u>Paid Statutory or Public Holidays</u>					
43	1 to 7.....	12	7	2	8	23
44	8.....	38	11	81	40	50
45	9.....	35	77	12	36	16
46	More than 9.....	8	2	2	12	5
47	Number not stated.....	2	1	2	1	1
48	No paid statutory holidays.....	3	1	1	2	2
49	No established policy.....	2	1	-	1	3
50	No information.....	-	-	-	-	-

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

[illegible]

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		FOOD AND BEVER- AGES	Slaugh- tering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		%	%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)					
	Practice when paid statutory or public holiday falls on:					
	Saturday:					
51	Paid holiday observed on a working day.....	34	30	44	30	44
52	An extra day's pay instead of working day off.....	24	45	26	21	27
53	No compensation in money or time-off.....	19	10	18	18	6
54	No established policy.....	7	5	5	15	6
55	No information.....	11	8	6	13	12
	Sunday:					
56	Paid holiday observed on a working day.....	46	55	60	31	42
57	An extra day's pay instead of working day off.....	17	24	17	17	22
58	No compensation in money or time-off.....	12	5	11	17	9
59	No established policy.....	7	7	5	12	7
60	No information.....	13	7	6	20	15
	<u>Pension Plans</u>					
61	Have pension plans.....	73	82	89	62	76
62	Do not have pension plans.....	25	18	11	37	22
63	No information.....	2	-	-	1	2
	Vested rights of employees:					
64	Have vested rights.....	51	58	76	33	50
65	Have no vested rights.....	20	24	13	24	24
66	No information.....	2	-	-	5	2
	Payments integrated with Old Age Security Act (levelling off option):					
67	Integrated.....	29	38	39	7	33
68	Not integrated.....	38	39	50	41	38
69	No information.....	6	5	-	14	5

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS	Rubber Footwear	Tires and Tubes	LEATHER PRODUCTS	Boots and Shoes	TEXTILES (EXCEPT CLOTHING)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
7	51	41	45	32	26	27	18	39	51
-	41	38	54	6	7	40	74	30	52
92	1	-	-	29	32	18	6	10	53
-	6	21	-	8	7	10	-	11	54
1	-	-	-	10	12	3	2	3	55
7	68	41	80	31	25	38	26	36	56
-	15	38	-	5	5	35	64	27	57
89	1	-	-	28	32	9	4	11	58
-	6	21	-	7	6	10	-	11	59
4	9	-	19	14	16	6	6	8	60
94	87	65	100	26	23	65	73	54	61
6	13	35	-	73	76	34	26	46	62
-	-	-	-	1	1	1	1	-	63
84	46	9	59	19	18	26	18	38	64
10	41	56	41	6	5	38	55	16	65
-	-	-	-	1	-	1	-	-	66
61	77	65	100	3	1	14	6	14	67
33	7	-	-	23	22	50	67	40	68
-	3	-	-	-	-	1	-	-	69

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

		FOOD AND BEVER- AGES	Slaugh- tering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
No.		%	%	%	%	%
	<u>Group Life Insurance Plans</u>					
70	Have group insurance plans.....	89	96	96	91	91
71	Do not have group insurance plans.....	10	4	4	8	7
72	No information on group insurance plans.....	1	-	-	1	2
73	Employer contributes to premiums	85	95	95	87	88
74	In full.....	16	13	1	5	23
75	In part.....	65	78	91	81	58
76	Contributes, but proportion not stated.....	4	4	3	1	7
77	No contribution or no information.....	4	1	1	4	3
	<u>Sickness and Accident Leave Benefit Plans</u>					
78	Have such benefit plans.....	78	89	88	77	86
79	Do not have such benefit plans..	19	9	11	20	11
80	No information.....	3	2	1	3	3
	Type of benefit plan:					
81	Paid sick leave only.....	18	21	20	16	14
82	Cash compensation insurance only.....	47	64	64	52	42
83	Combination of paid sick leave and cash compensation insurance.....	13	4	4	9	30
	<u>Paid Daily Overtime</u>					
84	Have daily overtime provision...	81	92	94	74	69
85	No daily overtime provision....	8	3	3	10	9
86	No established daily overtime policy.....	2	1	1	1	5
87	No information.....	9	4	2	15	17
	Overtime paid after work period of:					
88	8 hours or less per day.....	56	64	87	39	56
89	More than 8 hours per day.....	21	23	6	31	8
90	No information.....	4	5	1	4	5

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS	Rubber Footwear	Tires and Tubes	LEATHER PRODUCTS	Boots and Shoes	TEXTILES (EXCEPT CLOTHING)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
95	99	100	100	78	78	92	97	91	70
5	1	-	-	21	21	7	3	9	71
-	-	-	-	1	1	1	-	-	72
95	99	100	100	74	75	90	97	88	73
28	54	17	78	8	5	17	17	22	74
67	35	83	2	65	70	65	73	59	75
-	10	-	20	1	-	8	7	7	76
-	-	-	-	4	3	2	-	3	77
91	82	72	81	59	60	89	97	87	78
8	9	28	-	36	35	9	3	11	79
1	9	-	19	5	5	2	-	2	80
60	7	1	14	3	4	8	1	11	81
21	71	69	65	51	54	80	95	74	82
10	4	2	2	5	2	1	1	2	83
89	90	72	99	57	51	85	97	78	84
8	-	-	1	19	21	4	-	3	85
-	-	-	-	2	2	1	-	1	86
3	10	28	-	22	26	10	3	18	87
89	63	-	93	20	17	56	85	27	88
-	24	72	-	34	31	27	11	44	89
-	3	-	6	3	3	2	1	7	90

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		FOOD AND BEVER- AGES	Slaugh- tering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		%	%	%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>					
	Overtime rates:					
91	1 1/4.....	1	-	1	-	1
92	1 1/2.....	77	89	91	68	63
93	Other rates.....	2	2	1	5	2
94	No information.....	1	1	1	1	3
	<u>Scheduled Rest Periods</u>					
95	Have rest periods.....	88	98	95	88	71
96	Do not have rest periods.....	8	1	5	7	18
97	No established policy.....	3	1	-	4	9
98	No information.....	1	-	-	1	2
	Rest periods per day:					
99	One.....	3	2	1	4	3
100	Two.....	84	95	93	82	67
101	Other.....	-	1	-	-	-
102	No information.....	1	-	1	2	1
	Total minutes per day:					
103	10 minutes or less.....	4	7	1	5	4
104	11 to 19 minutes.....	4	2	2	2	9
105	20 minutes.....	50	79	60	54	39
106	21 to 29 minutes.....	2	-	3	1	1
107	30 minutes.....	26	9	29	22	17
108	More than 30 minutes.....	1	1	-	1	-
109	No information.....	1	-	-	3	1
	<u>Collective Agreements</u>					
110	Percentage of reporting units having agreements.....	44	47	52	54	43
111	Percentage of employees covered.	57	71	74	48	63

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS	Rubber Footwear	Tires and Tubes	LEATHER PRODUCTS	Boots and Shoes	TEXTILES (EXCEPT CLOTHING)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
-	-	-	-	1	-	1	-	-	91
89	89	72	99	55	50	82	97	74	92
-	1	-	-	1	1	-	-	2	93
-	-	-	-	-	-	2	-	2	94
100	82	100	72	75	71	58	42	76	95
-	15	-	28	22	25	19	14	15	96
-	-	-	-	3	3	18	38	9	97
-	3	-	-	-	1	5	6	-	98
-	10	-	21	8	5	6	7	6	99
100	72	100	51	67	66	49	29	70	100
-	-	-	-	-	-	1	-	-	101
-	-	-	-	-	-	2	6	-	102
-	16	-	35	10	8	5	6	3	103
9	1	2	-	7	5	3	3	3	104
57	62	98	37	47	45	42	23	60	105
-	-	-	-	2	4	2	5	-	106
34	3	-	-	7	8	6	4	10	107
-	-	-	-	-	-	-	-	-	108
-	-	-	-	2	1	-	1	-	109
47	58	75	70	32	27	43	57	49	110
81	86	79	96	36	32	68	78	57	111

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Synthetic and Silk Textiles	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	Sash, Door and Planing Mills	Saw- mills
		No.	No.	No.	No.	No.
	<u>Survey Coverage</u>					
1	Reporting units.....	36	973	1,082	259	354
2	Employees.....	10,616	63,645	66,534	9,838	24,769
		%	%	%	%	%
	<u>Standard Work Week</u>					
3	Under 40 hours.....	-	4	-	-	-
4	40 hours.....	37	64	49	32	63
5	Over 40 hours.....	63	32	51	68	36
6	No standard work week.....	-	-	-	-	1
7	No information.....	-	-	-	-	-
	<u>Days Per Week</u>					
8	Less than 5.....	1	-	-	-	-
9	5.....	80	93	75	52	69
10	More than 5.....	19	7	25	48	30
11	No standard number of days.....	-	-	-	-	1
12	No information.....	-	-	-	-	-
	<u>Vacations With Pay</u>					
13	Provide vacations with pay.....	100	97	92	95	84
14	Do not provide vacations*.....	-	2	6	4	12
15	No information.....	-	1	2	1	4
16	Vacation increases with service.	83	57	68	54	65
17	Two weeks.....	83	57	68	54	64
18	After: 1 year or less.....	29	9	32	16	52
19	2 years.....	-	21	4	6	1
20	3 years.....	7	8	9	7	2
21	4 years.....	1	2	1	1	-
22	5 years.....	46	14	20	21	8
23	More than 5 years...	-	2	2	3	1
24	No information on service required.....	-	1	-	-	-

* This category includes reports that indicated no established policy.

[illegible]

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Synthetic and Silk Textiles	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	Sash, Door and Planing Mills	Saw- mills
		%	%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>					
25	Three weeks.....	39	18	46	28	59
26	After: Less than 10 years..	-	1	29	14	53
27	10 years.....	10	2	2	2	1
28	11 to 14 years.....	3	1	-	1	-
29	15 years.....	25	7	11	5	5
30	16 to 19 years.....	-	-	-	2	-
31	20 years.....	-	3	2	2	-
32	More than 20 years..	1	3	2	2	-
33	No information on service required.....	-	1	-	-	-
34	Four weeks.....	21	2	4	4	4
35	After: Less than 25 years..	-	-	-	1	-
36	25 years.....	20	1	4	2	4
37	More than 25 years..	1	-	-	-	-
38	No information on service required.....	-	1	-	1	-
39	Vacation does not increase with service.....	17	40	24	41	19
40	1 week.....	16	9	13	25	8
41	2 weeks.....	1	31	11	16	11
42	3 weeks or more.....	-	-	-	-	-
	<u>Paid Statutory or Public Holidays</u>					
43	1 to 7.....	26	64	29	35	15
44	8.....	43	17	45	34	53
45	9.....	30	4	7	5	8
46	More than 9.....	-	1	2	1	1
47	Number not stated.....	-	4	3	7	2
48	No paid statutory holidays.....	1	7	9	15	14
49	No established policy.....	-	3	4	2	6
50	No information.....	-	-	1	1	1

[illegible]

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Synthetic and Silk Textiles	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	Sash, Door and Planing Mills	Saw- mills
		%	%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)					
	Practice when paid statutory or public holiday falls on:					
	Saturday:					
51	Paid holiday observed on a working day.....	27	26	32	30	30
52	An extra day's pay instead of working day off.....	16	23	19	11	17
53	No compensation in money or time-off.....	29	21	19	16	20
54	No established policy.....	23	11	6	9	3
55	No information.....	4	9	10	16	9
	Sunday:					
56	Paid holiday observed on a working day.....	54	27	49	40	55
57	An extra day's pay instead of working day off.....	16	19	13	8	12
58	No compensation in money or time-off.....	1	19	8	12	3
59	No established policy.....	23	11	6	8	3
60	No information.....	5	14	10	14	6
	<u>Pension Plans</u>					
61	Have pension plans.....	75	30	34	19	39
62	Do not have pension plans.....	25	67	63	75	59
63	No information.....	-	3	3	6	2
	Vested rights of employees:					
64	Have vested rights.....	33	13	28	16	38
65	Have no vested rights.....	42	12	5	2	1
66	No information.....	-	5	1	1	-
	Payments integrated with Old Age Security Act (levelling off option):					
67	Integrated.....	34	5	21	6	28
68	Not integrated.....	41	18	10	10	10
69	No information.....	-	7	3	3	1

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

Wooden Furni- ture	PAPER PRODUCTS	Pulp and Paper	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	IRON AND STEEL PRODUCTS	Machine Shop Products	Primary Iron and Steel	TRANSPOR- TATION EQUIPMENT	Air- craft and Parts	No.
%	%	%	%	%	%	%	%	%	
30	37	32	48	39	30	12	36	86	51
24	14	14	11	26	15	70	44	-	52
14	11	8	27	24	18	17	13	5	53
14	3	2	5	5	14	-	4	9	54
11	35	44	9	4	7	1	2	-	55
33	75	78	59	47	34	13	38	88	56
19	8	8	6	23	14	69	43	-	57
13	4	-	24	20	14	17	13	3	58
12	2	1	5	4	11	-	3	9	59
16	11	13	6	4	11	1	2	-	60
23	90	95	70	76	23	96	75	68	61
75	9	4	27	22	75	4	23	32	62
2	1	1	3	2	2	-	2	-	63
11	77	84	44	45	19	40	67	65	64
11	11	9	20	31	4	56	5	3	65
1	2	2	6	-	-	-	3	-	66
6	65	72	18	38	3	50	37	22	67
14	21	19	48	37	16	46	35	44	68
3	4	4	4	1	4	-	3	2	69

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Synthetic and Silk Textiles	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	Sash, Door and Planing Mills	Saw- mills
		%	%	%	%	%
	<u>Group Life Insurance Plans</u>					
70	Have group insurance plans.....	99	49	74	76	69
71	Do not have group insurance plans.....	1	48	25	22	30
72	No information on group insurance plans.....	-	3	1	2	1
73	Employer contributes to premiums	94	44	72	70	68
74	In full.....	20	6	3	2	1
75	In part.....	57	34	68	67	67
76	Contributes, but proportion not stated.....	17	4	1	1	-
77	No contribution or no information.....	5	5	2	6	1
	<u>Sickness and Accident Leave Benefit Plans</u>					
78	Have such benefit plans.....	97	45	60	56	55
79	Do not have such benefit plans..	1	47	36	39	41
80	No information.....	2	8	4	5	4
	Type of benefit plan:					
81	Paid sick leave only.....	15	3	4	7	2
82	Cash compensation insurance only.....	81	37	53	45	53
83	Combination of paid sick leave and cash compensation insurance.....	1	5	3	4	-
	<u>Paid Daily Overtime</u>					
84	Have daily overtime provision...	80	73	78	71	79
85	No daily overtime provision.....	4	12	11	15	13
86	No established daily overtime policy.....	-	6	4	2	5
87	No information.....	16	9	7	12	3
	Overtime paid after work period of:					
88	8 hours or less per day.....	47	50	49	40	66
89	More than 8 hours per day.....	33	19	26	27	12
90	No information.....	-	4	3	4	1

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

Wooden Furni- ture	PAPER PRODUCTS	Pulp and Paper	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	IRON AND STEEL PRODUCTS	Machine Shop Products	Primary Iron and Steel	TRANSPOR- TATION EQUIPMENT	Air- craft and Parts	No.
%	%	%	%	%	%	%	%	%	
77	98	100	87	90	76	86	95	98	70
22	2	-	13	8	22	14	5	2	71
1	-	-	-	2	2	-	-	-	72
75	97	99	85	89	74	86	94	98	73
10	6	6	4	18	10	1	20	9	74
62	90	93	79	68	62	85	58	74	75
3	1	-	2	3	2	-	16	15	76
2	1	1	2	1	2	-	1	-	77
55	92	95	69	84	66	99	93	96	78
38	4	1	23	14	31	1	7	4	79
7	4	4	8	2	3	-	-	-	80
5	14	16	12	5	6	-	2	6	81
49	45	36	47	76	57	99	88	86	82
1	33	43	10	3	3	-	3	4	83
81	97	98	92	93	84	100	97	98	84
12	1	1	2	3	12	-	2	1	85
2	-	-	-	1	1	-	-	-	86
5	2	1	6	3	3	-	1	1	87
19	90	97	81	77	45	99	76	56	88
59	5	-	5	14	38	1	21	42	89
3	2	1	6	2	1	-	-	-	90

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Synthetic and Silk Textiles	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	Sash, Door and Planing Mills	Saw- mills
		%	%	%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>					
	Overtime rates:					
91	1 1/4.....	-	5	1	2	1
92	1 1/2.....	79	66	75	63	77
93	Other rates.....	-	1	1	3	1
94	No information.....	1	1	1	3	-
	<u>Scheduled Rest Periods</u>					
95	Have rest periods.....	52	81	86	73	83
96	Do not have rest periods.....	37	13	9	19	12
97	No established policy.....	11	6	5	8	5
98	No information.....	-	-	-	-	-
	Rest periods per day:					
99	One.....	2	16	3	4	1
100	Two.....	48	63	82	68	81
101	Other.....	2	1	1	-	1
102	No information.....	-	1	-	1	-
	Total minutes per day:					
103	10 minutes or less.....	1	11	9	10	9
104	11 to 19 minutes.....	-	13	2	2	3
105	20 minutes.....	44	41	61	47	59
106	21 to 29 minutes.....	1	1	2	2	-
107	30 minutes.....	5	13	11	10	11
108	More than 30 minutes.....	1	2	1	1	1
109	No information.....	-	-	-	1	-
	<u>Collective Agreements</u>					
110	Percentage of reporting units having agreements.....	58	45	39	39	41
111	Percentage of employees covered.	72	50	54	39	64

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

Wooden Furni- ture	PAPER PRODUCTS	Pulp and Paper	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	IRON AND STEEL PRODUCTS	Machine Shop Products	Primary Iron and Steel	TRANSPOR- TATION EQUIPMENT	Air- craft and Parts	No.
%	%	%	%	%	%	%	%	%	
4	-	-	1	1	3	-	-	-	91
76	95	98	88	91	78	100	97	98	92
-	1	-	2	-	2	-	-	-	93
1	1	-	1	1	1	-	-	-	94
90	57	47	51	48	59	3	71	79	95
5	32	39	39	43	29	77	22	14	96
4	8	10	7	7	11	20	5	-	97
1	3	4	3	2	1	-	2	7	98
3	2	1	6	12	16	-	15	57	99
84	55	46	44	34	41	3	56	22	100
2	-	-	-	1	-	-	-	-	101
1	-	-	1	1	2	-	-	-	102
5	7	7	7	14	12	-	15	54	103
2	1	1	3	2	10	-	2	4	104
66	43	37	28	25	30	1	45	15	105
3	-	-	1	1	1	-	5	-	106
12	5	2	9	6	5	2	3	6	107
2	-	-	-	-	-	-	-	-	108
-	1	-	3	-	1	-	1	-	109
30	65	92	58	52	32	74	49	58	110
34	90	96	55	73	36	75	86	81	111

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Ship- building and Repairing	NON- FERROUS METAL PRODUCTS
No.		No.	No.	No.	No.
	<u>Survey Coverage</u>				
1	Reporting units.....	14	125	53	268
2	Employees.....	4,116	37,984	14,057	42,247
		%	%	%	%
	<u>Standard Work Week</u>				
3	Under 40 hours.....	-	-	-	-
4	40 hours.....	100	94	55	78
5	Over 40 hours.....	-	6	45	22
6	No standard work week.....	-	-	-	-
7	No information.....	-	-	-	-
	<u>Days Per Week</u>				
8	Less than 5.....	-	-	-	-
9	5.....	100	99	97	89
10	More than 5.....	-	1	3	11
11	No standard number of days.....	-	-	-	-
12	No information.....	-	-	-	-
	<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	100	100	100	100
14	Do not provide vacations [*]	-	-	-	-
15	No information.....	-	-	-	-
16	Vacation increases with service.	100	97	93	95
17	Two weeks.....	100	97	93	95
18	After: 1 year or less.....	2	3	12	12
19	2 years.....	3	2	2	28
20	3 years.....	26	28	10	43
21	4 years.....	-	3	12	-
22	5 years.....	69	60	56	11
23	More than 5 years...	-	1	-	1
24	No information on service required.....	-	-	1	-

^{*} This category includes reports that indicated no established policy.

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	Petroleum Refining and Products	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	
No.	No.	No.	No.	No.	No.	No.
287	321	65	46	422	374	1
47,607	25,869	9,630	8,142	33,603	19,012	2
%	%	%	%	%	%	
-	-	-	-	3	2	3
84	41	95	96	84	56	4
16	58	5	4	13	42	5
-	1	-	-	-	-	6
-	-	-	-	-	-	7
-	-	-	-	-	-	8
100	69	95	96	97	91	9
-	30	5	4	3	9	10
-	1	-	-	-	-	11
-	-	-	-	-	-	12
100	97	100	100	100	99	13
-	2	-	-	-	1	14
-	1	-	-	-	-	15
96	84	98	99	97	82	16
96	84	98	99	97	82	17
24	14	83	98	41	19	18
18	13	8	1	35	7	19
33	21	7	-	14	24	20
2	1	-	-	1	3	21
19	34	-	-	3	28	22
-	1	-	-	2	1	23
-	-	-	-	1	-	24

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Ship- building and Repairing	NON- FERROUS METAL PRODUCTS
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
25	Three weeks.....	90	92	88	85
26	After: Less than 10 years..	-	-	-	-
27	10 years.....	-	1	8	15
28	11 to 14 years.....	-	1	11	2
29	15 years.....	57	89	69	65
30	16 to 19 years.....	33	-	-	-
31	20 years.....	-	1	-	2
32	More than 20 years..	-	-	-	-
33	No information on service required.....	-	-	-	1
34	Four weeks.....	47	4	12	34
35	After: Less than 25 years..	-	1	8	2
36	25 years.....	14	3	-	31
37	More than 25 years..	33	-	-	1
38	No information on service required.....	-	-	4	-
39	Vacation does not increase with service.....	-	3	7	5
40	1 week.....	-	1	2	2
41	2 weeks.....	-	2	5	3
42	3 weeks or more.....	-	-	-	-
	<u>Paid Statutory or Public Holidays</u>				
43	1 to 7.....	15	5	20	36
44	8.....	85	92	58	60
45	9.....	-	2	19	2
46	More than 9.....	-	-	-	-
47	Number not stated.....	-	1	2	1
48	No paid statutory holidays.....	-	-	1	1
49	No established policy.....	-	-	-	-
50	No information.....	-	-	-	-

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	Petroleum Refining and Products	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	%	
85	71	98	99	88	52	25
1	1	7	6	1	1	26
10	8	78	91	42	12	27
-	4	-	-	4	1	28
72	53	13	2	37	32	29
-	1	-	-	-	1	30
1	3	-	-	3	1	31
-	1	-	-	1	3	32
1	-	-	-	-	1	33
42	20	90	96	50	15	34
1	1	75	88	11	1	35
21	19	15	8	38	12	36
20	-	-	-	1	2	37
-	-	-	-	-	-	38
4	13	2	1	3	17	39
1	5	-	-	-	9	40
3	8	2	1	3	8	41
-	-	-	-	-	-	42
8	18	1	-	9	24	43
85	54	14	2	58	57	44
6	13	81	95	32	7	45
-	3	3	3	1	1	46
1	3	-	-	-	5	47
-	8	-	-	-	3	48
-	1	1	-	-	3	49
-	-	-	-	-	-	50

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Ship- building and Repairing	NON- FERROUS METAL PRODUCTS
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)				
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
51	Paid holiday observed on a working day.....	32	16	32	27
52	An extra day's pay instead of working day off.....	13	75	29	27
53	No compensation in money or time-off.....	52	7	30	39
54	No established policy.....	-	2	1	4
55	No information.....	3	-	7	2
	Sunday:				
56	Paid holiday observed on a working day.....	32	18	38	36
57	An extra day's pay instead of working day off.....	3	73	29	26
58	No compensation in money or time-off.....	52	7	30	33
59	No established policy.....	-	1	1	2
60	No information.....	13	1	1	2
	<u>Pension Plans</u>				
61	Have pension plans.....	95	90	49	78
62	Do not have pension plans.....	5	10	45	20
63	No information.....	-	-	6	2
	Vested rights of employees:				
64	Have vested rights.....	93	86	20	54
65	Have no vested rights.....	2	4	14	24
66	No information.....	-	-	15	-
	Payments integrated with Old Age Security Act (levelling off option):				
67	Integrated.....	69	51	13	58
68	Not integrated.....	26	38	21	18
69	No information.....	-	1	15	2

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	Petroleum Refining and Products	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	%	
48	33	39	45	39	44	51
6	28	35	30	26	5	52
40	15	8	6	21	22	53
3	6	16	19	9	17	54
3	9	1	-	5	6	55
68	44	45	50	54	50	56
5	13	31	28	23	6	57
20	15	6	3	13	21	58
3	6	16	19	5	10	59
4	13	1	-	5	7	60
79	71	95	96	91	48	61
20	27	5	4	9	50	62
1	2	-	-	-	2	63
49	50	79	84	49	37	64
30	21	16	12	40	11	65
-	-	-	-	2	-	66
30	30	71	72	44	14	67
47	41	18	17	44	30	68
2	-	6	7	3	4	69

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Ship- building and Repairing	NON- FERROUS METAL PRODUCTS
		%	%	%	%
	<u>Group Life Insurance Plans</u>				
70	Have group insurance plans.....	100	98	88	95
71	Do not have group insurance plans.....	-	2	12	5
72	No information on group insurance plans.....	-	-	-	-
73	Employer contributes to premiums	100	98	81	94
74	In full.....	12	34	1	11
75	In part.....	88	46	62	81
76	Contributes, but proportion not stated.....	-	18	18	2
77	No contribution or no information.....	-	-	7	1
	<u>Sickness and Accident Leave Benefit Plans</u>				
78	Have such benefit plans.....	97	97	83	89
79	Do not have such benefit plans..	3	3	17	10
80	No information.....	-	-	-	1
	Type of benefit plan:				
81	Paid sick leave only.....	1	-	-	24
82	Cash compensation insurance only.....	96	96	75	64
83	Combination of paid sick leave and cash compensation insurance.....	-	1	8	1
	<u>Paid Daily Overtime</u>				
84	Have daily overtime provision...	100	98	100	90
85	No daily overtime provision.....	-	1	-	4
86	No established daily overtime policy.....	-	-	-	-
87	No information.....	-	1	-	6
	Overtime paid after work period of:				
88	8 hours or less per day.....	100	93	58	84
89	More than 8 hours per day.....	-	5	42	6
90	No information.....	-	-	-	-

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	Petroleum Refining and Products	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	%	
96	90	99	100	97	76	70
3	10	1	-	3	23	71
1	-	-	-	-	1	72
96	84	99	100	91	74	73
11	8	-	-	12	11	74
80	72	97	100	72	59	75
5	4	2	-	7	4	76
-	6	-	-	6	2	77
92	78	97	99	92	65	78
8	20	3	1	7	30	79
-	2	-	-	1	5	80
27	3	69	82	38	15	81
59	71	8	1	41	41	82
6	4	20	16	13	9	83
94	88	93	93	95	75	84
2	5	4	4	2	10	85
-	1	-	-	1	4	86
4	6	3	3	2	11	87
79	66	92	92	86	46	88
13	21	-	-	6	28	89
2	1	1	1	3	1	90

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Concluded--

		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Ship- building and Repairing	NON- FERROUS METAL PRODUCTS
		%	%	%	%
No.					
	<u>Paid Daily Overtime (Concl'd)</u>				
	Overtime rates:				
91	1 1/4.....	-	-	-	1
92	1 1/2.....	100	98	98	89
93	Other rates.....	-	-	2	-
94	No information.....	-	-	-	-
	<u>Scheduled Rest Periods</u>				
95	Have rest periods.....	19	95	16	45
96	Do not have rest periods.....	63	4	68	46
97	No established policy.....	18	1	14	8
98	No information.....	-	-	2	1
	Rest periods per day:				
99	One.....	2	5	1	5
100	Two.....	17	89	15	26
101	Other.....	-	1	-	-
102	No information.....	-	-	-	14
	Total minutes per day:				
103	10 minutes or less.....	1	6	1	5
104	11 to 19 minutes.....	2	2	-	2
105	20 minutes.....	16	74	7	20
106	21 to 29 minutes.....	-	11	-	1
107	30 minutes.....	-	2	-	3
108	More than 30 minutes.....	-	-	-	-
109	No information.....	-	-	8	14
	<u>Collective Agreements</u>				
110	Percentage of reporting units having agreements.....	79	55	74	45
111	Percentage of employees covered.	80	91	91	83

Table 5.--MANUFACTURING--Canada--By Industry Group--Plant Employees

--Concluded--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	Petroleum Refining and Products	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	%	
-	1	-	-	-	3	91
93	84	93	93	93	70	92
1	2	-	-	1	1	93
-	1	-	-	1	1	94
69	61	45	47	81	88	95
29	34	39	41	14	9	96
1	4	11	6	4	3	97
1	1	5	6	1	-	98
5	3	6	3	3	6	99
63	56	39	44	77	80	100
-	-	-	-	-	1	101
1	2	-	-	1	1	102
6	3	1	1	3	5	103
-	3	7	4	2	5	104
58	41	26	29	61	60	105
1	-	1	1	1	3	106
3	12	10	12	12	12	107
-	1	-	-	1	2	108
1	1	-	-	1	1	109
40	59	54	50	36	24	110
57	75	45	37	62	37	111

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		FOOD AND BEVERAGES	TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS
		No.	No.	No.
	<u>Survey Coverage</u>			
1	Reporting units.....	1,336	19	47
2	Employees.....	25,879	913	4,385
		%	%	%
	<u>Standard Work Week</u>			
3	Under 37½ hours.....	34	77	5
4	37½ hours.....	38	10	71
5	Over 37½ hours.....	28	13	24
6	No standard work week.....	-	-	-
7	No information.....	-	-	-
	<u>Days Per Week</u>			
8	Less than 5.....	-	-	-
9	5.....	91	98	100
10	More than 5.....	8	2	-
11	No standard number of days.....	-	-	-
12	No information.....	-	-	-
	<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	100	100	100
14	Do not provide vacations*.....	-	-	-
15	No information.....	-	-	-
16	Vacation increases with service.	90	98	99
17	Two weeks.....	90	98	99
18	After: 1 year or less.....	77	86	96
19	2 years.....	9	12	1
20	3 years.....	2	-	-
21	4 years.....	-	-	-
22	5 years.....	2	-	2
23	More than 5 years...	-	-	-
24	No information on service required.....	-	-	-

* This category includes reports that indicated no established policy.

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

LEATHER PRODUCTS	TEXTILES (EXCEPT CLOTHING)	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	PAPER PRODUCTS	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	
No.	No.	No.	No.	No.	No.	No.
221 2,570	317 7,933	873 6,789	1,013 8,883	327 15,917	477 19,475	1 2
%	%	%	%	%	%	
36	23	35	27	60	37	3
29	52	22	25	33	46	4
35	25	43	48	7	17	5
-	-	-	-	-	-	6
-	-	-	-	-	-	7
-	-	-	-	-	-	8
92	94	91	79	93	89	9
8	6	9	21	7	11	10
-	-	-	-	-	-	11
-	-	-	-	-	-	12
100	99	98	96	100	100	13
-	1	2	3	-	-	14
-	-	-	1	-	-	15
56	87	57	65	96	88	16
56	87	57	65	96	79	17
36	80	37	48	91	74	18
5	4	17	8	2	4	19
2	-	2	4	-	-	20
-	1	-	1	-	-	21
12	2	1	3	2	1	22
-	-	-	1	1	-	23
1	-	-	-	-	-	24

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		FOOD AND BEVERAGES	TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	85	87	92
26	After: Less than 10 years..	15	2	-
27	10 years.....	20	-	66
28	11 to 14 years.....	5	-	17
29	15 years.....	41	81	9
30	16 to 19 years.....	1	-	-
31	20 years.....	1	-	-
32	More than 20 years..	2	4	-
33	No information on service required.....	-	-	-
34	Four weeks.....	51	80	81
35	After: Less than 25 years..	13	-	-
36	25 years.....	37	80	81
37	More than 25 years..	1	-	-
38	No information on service required.....	-	-	-
39	Vacation does not increase with service.....	10	2	1
40	1 week.....	1	-	-
41	2 weeks.....	9	2	1
42	3 weeks or more.....	-	-	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	6	2	7
44	8.....	33	5	15
45	9.....	45	2	72
46	More than 9.....	13	89	6
47	Number not stated.....	1	1	-
48	No paid statutory holidays.....	1	-	-
49	No established policy.....	1	-	-
50	No information.....	-	1	-

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

LEATHER PRODUCTS	TEXTILES (EXCEPT CLOTHING)	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	PAPER PRODUCTS	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	No.
%	%	%	%	%	%	
43	79	23	47	93	83	25
-	1	2	19	10	31	26
12	15	4	2	21	27	27
-	4	-	2	4	2	28
8	44	7	19	57	15	29
-	-	-	-	-	-	30
17	1	4	3	-	4	31
6	14	5	2	1	4	32
-	-	1	-	-	-	33
3	28	3	15	77	31	34
-	-	-	1	2	2	35
3	16	2	13	75	23	36
-	12	-	-	-	6	37
-	-	1	1	-	-	38
44	12	41	31	4	12	39
2	1	2	6	-	-	40
42	11	39	24	4	11	41
-	-	-	1	-	1	42
26	15	35	26	45	7	43
29	69	33	38	38	60	44
15	8	12	21	13	25	45
17	5	3	4	3	6	46
3	2	8	3	1	1	47
9	1	7	6	-	1	48
1	-	2	2	-	-	49
-	-	-	-	-	-	50

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		FOOD AND BEVERAGES	TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	40	2	62
52	An extra day's pay instead of working day off.....	4	-	6
53	No compensation in money or time-off.....	33	96	24
54	No established policy.....	11	1	2
55	No information.....	10	-	6
	Sunday:			
56	Paid holiday observed on a working day.....	59	2	83
57	An extra day's pay instead of working day off.....	2	-	3
58	No compensation in money or time-off.....	19	94	3
59	No established policy.....	9	1	3
60	No information.....	9	2	8
	<u>Pension Plans</u>			
61	Have pension plans.....	84	90	95
62	Do not have pension plans.....	15	10	5
63	No information.....	1	-	-
	Vested rights of employees:			
64	Have vested rights.....	65	87	58
65	Have no vested rights.....	18	3	34
66	No information.....	1	-	3
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	38	79	55
68	Not integrated.....	42	11	35
69	No information.....	5	-	5

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

LEATHER PRODUCTS	TEXTILES (EXCEPT CLOTHING)	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	PAPER PRODUCTS	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	No.
%	%	%	%	%	%	
33	40	30	39	41	47	51
3	2	4	4	2	3	52
39	40	35	28	25	32	53
7	10	11	9	9	6	54
8	7	11	12	23	11	55
32	54	38	52	75	52	56
2	2	4	2	-	1	57
38	12	26	16	12	31	58
7	10	10	9	3	8	59
11	21	13	13	10	7	60
34	79	34	43	93	79	61
66	20	61	54	7	20	62
-	1	5	3	-	1	63
25	50	30	35	77	56	64
9	29	3	8	15	18	65
-	-	1	-	1	5	66
4	26	8	20	61	17	67
28	41	23	19	28	58	68
2	12	3	4	4	4	69

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		FOOD AND BEVERAGES	TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS
		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	94	91	99
71	Do not have group insurance plans.....	5	9	1
72	No information on group insurance plans.....	1	-	-
73	Employer contributes to premiums	90	90	99
74	In full.....	18	5	59
75	In part.....	69	85	25
76	Contributes, but proportion not stated.....	3	-	15
77	No contribution or no information.....	4	1	-
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	79	75	93
79	Do not have such benefit plans..	19	25	7
80	No information.....	2	-	-
	Type of benefit plan:			
81	Paid sick leave only.....	47	72	52
82	Cash compensation insurance only.....	5	2	6
83	Combination of paid sick leave and cash compensation insurance.....	27	1	35
	<u>Scheduled Rest Periods</u>			
84	Have rest periods.....	86	100	94
85	Do not have rest periods.....	11	-	3
86	No established policy.....	2	-	-
87	No information.....	1	-	3
	Rest periods per day:			
88	One.....	6	55	19
89	Two.....	79	44	75
90	Other.....	-	1	-
91	No information.....	1	-	-

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

LEATHER PRODUCTS	TEXTILES (EXCEPT CLOTHING)	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	PAPER PRODUCTS	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	No.
%	%	%	%	%	%	
85	93	61	82	98	90	70
14	6	37	17	2	10	71
1	1	2	1	-	-	72
82	87	57	80	98	88	73
10	11	10	5	5	3	74
71	69	42	73	92	83	75
1	7	5	2	1	2	76
3	6	4	2	-	2	77
68	87	55	68	74	80	78
26	13	40	29	24	15	79
6	-	5	3	2	5	80
25	63	29	30	32	48	81
19	6	13	15	4	6	82
24	18	13	23	38	26	83
75	68	79	78	72	76	84
20	12	15	16	20	19	85
4	10	5	3	7	5	86
1	10	1	3	1	-	87
16	9	12	7	11	8	88
59	58	65	70	61	68	89
-	-	1	-	-	-	90
-	1	1	1	-	-	91

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

		FOOD AND BEVERAGES	TOBACCO AND TOBACCO PRODUCTS	RUBBER PRODUCTS
		%	%	%
No.				
	<u>Scheduled Rest Periods (Concl'd)</u>			
	Total minutes per day:			
92	10 minutes or less.....	3	1	9
93	11 to 19 minutes.....	9	1	20
94	20 minutes.....	39	24	47
95	21 to 29 minutes.....	3	3	-
96	30 minutes.....	29	15	18
97	More than 30 minutes.....	1	-	-
98	No information.....	2	56	-
	<u>Collective Agreements</u>			
99	Percentage of reporting units having agreements.....	4	-	11
100	Percentage of employees covered.	2	-	7

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

LEATHER PRODUCTS	TEXTILES (EXCEPT CLOTHING)	CLOTHING (TEXTILE AND FUR)	WOOD PRODUCTS	PAPER PRODUCTS	PRINTING, PUBLISHING AND ALLIED INDUSTRIES	
%	%	%	%	%	%	No.
15	6	9	6	5	2	92
6	5	12	4	10	11	93
43	45	31	44	43	23	94
2	-	1	3	-	-	95
7	11	23	18	13	39	96
-	-	1	1	-	-	97
2	1	2	2	1	1	98
-	-	1	1	14	7	99
-	-	3	1	12	17	100

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

		IRON AND STEEL PRODUCTS	TRANSPORTATION EQUIPMENT	NON-FERROUS METAL PRODUCTS
No.		No.	No.	No.
<u>Survey Coverage</u>				
1	Reporting units.....	1,087	307	266
2	Employees.....	40,951	26,281	10,196
		%	%	%
<u>Standard Work Week</u>				
3	Under 37½ hours.....	25	10	26
4	37½ hours.....	45	36	39
5	Over 37½ hours.....	30	54	35
6	No standard work week.....	-	-	-
7	No information.....	-	-	-
<u>Days Per Week</u>				
8	Less than 5.....	-	-	-
9	5.....	98	99	96
10	More than 5.....	2	1	4
11	No standard number of days.....	-	-	-
12	No information.....	-	-	-
<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	100	100	100
14	Do not provide vacations [*]	-	-	-
15	No information.....	-	-	-
16	Vacation increases with service.	92	96	90
17	Two weeks.....	92	96	90
18	After: 1 year or less.....	81	78	82
19	2 years.....	5	16	3
20	3 years.....	4	1	1
21	4 years.....	-	-	-
22	5 years.....	1	1	4
23	More than 5 years...	-	-	-
24	No information on service required.....	1	-	-

^{*} This category includes reports that indicated no established policy.

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	
No.	No.	No.	No.	No.	No.
292	306	62	426	356	1
26,648	6,163	5,391	20,583	5,661	2
%	%	%	%	%	
7	27	76	24	31	3
61	41	18	58	44	4
32	32	6	18	25	5
-	-	-	-	-	6
-	-	-	-	-	7
-	-	-	-	-	8
100	90	99	99	98	9
-	10	1	1	2	10
-	-	-	-	-	11
-	-	-	-	-	12
100	99	100	100	100	13
-	1	-	-	-	14
-	-	-	-	-	15
95	84	100	95	79	16
95	83	100	95	78	17
87	69	98	91	67	18
6	10	2	2	9	19
1	1	-	1	1	20
-	-	-	-	-	21
-	2	-	1	1	22
1	1	-	-	-	23
-	-	-	-	-	24

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		IRON AND STEEL PRODUCTS	TRANSPORTATION EQUIPMENT	NON-FERROUS METAL PRODUCTS
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	86	92	81
26	After: Less than 10 years..	3	1	1
27	10 years.....	10	31	31
28	11 to 14 years.....	3	18	1
29	15 years.....	67	42	44
30	16 to 19 years.....	-	-	-
31	20 years.....	1	-	3
32	More than 20 years..	1	-	-
33	No information on service required.....	1	-	1
34	Four weeks.....	30	7	31
35	After: Less than 25 years..	2	1	1
36	25 years.....	27	6	29
37	More than 25 years..	1	-	1
38	No information on service required.....	-	-	-
39	Vacation does not increase with service.....	8	4	10
40	1 week.....	1	-	1
41	2 weeks.....	7	4	9
42	3 weeks or more.....	-	-	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	7	1	9
44	8.....	81	67	54
45	9.....	8	28	32
46	More than 9.....	2	3	3
47	Number not stated.....	1	1	1
48	No paid statutory holidays.....	1	-	1
49	No established policy.....	-	-	-
50	No information.....	-	-	-

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	
90	74	98	92	58	25
1	8	3	5	1	26
9	23	90	38	15	27
-	-	-	5	4	28
79	41	5	41	35	29
-	-	-	-	-	30
1	1	-	2	1	31
-	-	-	1	2	32
-	1	-	-	-	33
51	22	93	49	18	34
-	4	87	11	1	35
29	18	6	37	15	36
21	-	-	1	2	37
1	-	-	-	-	38
5	15	-	5	21	39
-	1	-	-	1	40
5	13	-	5	20	41
-	1	-	-	-	42
2	9	-	9	12	43
89	65	7	63	71	44
7	14	88	23	9	45
1	6	4	4	4	46
1	1	-	1	1	47
-	4	-	-	1	48
-	1	1	-	2	49
-	-	-	-	-	50

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		IRON AND STEEL PRODUCTS	TRANSPORTATION EQUIPMENT	NON-FERROUS METAL PRODUCTS
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	41	54	34
52	An extra day's pay instead of working day off.....	4	1	2
53	No compensation in money or time-off.....	39	37	53
54	No established policy.....	6	6	5
55	No information.....	9	2	5
	Sunday:			
56	Paid holiday observed on a working day.....	62	56	45
57	An extra day's pay instead of working day off.....	3	-	2
58	No compensation in money or time-off.....	23	35	45
59	No established policy.....	6	6	2
60	No information.....	5	3	5
	<u>Pension Plans</u>			
61	Have pension plans.....	78	91	76
62	Do not have pension plans.....	21	9	21
63	No information.....	1	-	3
	Vested rights of employees:			
64	Have vested rights.....	54	86	54
65	Have no vested rights.....	23	5	20
66	No information.....	1	-	2
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	45	38	51
68	Not integrated.....	31	51	23
69	No information.....	2	2	2

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	
49	51	63	57	52	51
1	3	1	1	2	52
45	23	16	30	24	53
2	11	18	9	15	54
3	7	1	3	4	55
69	59	67	70	60	56
1	1	1	1	2	57
23	20	14	21	22	58
3	11	16	5	8	59
4	4	1	3	5	60
90	74	93	93	63	61
9	25	6	7	36	62
1	1	1	-	1	63
62	59	86	54	49	64
28	15	7	37	13	65
-	-	-	2	1	66
32	38	63	50	20	67
57	35	2	40	36	68
1	1	5	3	7	69

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

No.		IRON AND STEEL PRODUCTS	TRANSPORTATION EQUIPMENT	NON-FERROUS METAL PRODUCTS
		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	94	97	94
71	Do not have group insurance plans.....	5	3	6
72	No information on group insurance plans.....	1	-	-
73	Employer contributes to premiums	93	96	92
74	In full.....	20	20	7
75	In part.....	69	63	81
76	Contributes, but proportion not stated.....	4	13	4
77	No contribution or no information.....	1	1	2
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	83	95	79
79	Do not have such benefit plans..	13	4	20
80	No information.....	4	1	1
	Type of benefit plan:			
81	Paid sick leave only.....	46	27	54
82	Cash compensation insurance only.....	10	3	8
83	Combination of paid sick leave and cash compensation insurance.....	27	65	17
	<u>Scheduled Rest Periods</u>			
84	Have rest periods.....	58	34	47
85	Do not have rest periods.....	32	59	43
86	No established policy.....	5	4	8
87	No information.....	5	3	2
	Rest periods per day:			
88	One.....	10	12	7
89	Two.....	47	22	36
90	Other.....	-	-	-
91	No information.....	1	-	4

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Continued--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	No.
%	%	%	%	%	
98	92	100	98	85	70
1	8	-	2	15	71
1	-	-	-	-	72
97	89	98	88	83	73
12	8	-	10	14	74
83	76	98	72	64	75
2	5	-	6	5	76
1	3	2	10	2	77
95	78	98	87	70	78
4	20	1	12	20	79
1	2	1	1	10	80
50	36	71	52	30	81
3	11	1	5	7	82
42	31	26	30	33	83
64	56	42	80	82	84
34	38	53	15	14	85
2	5	5	4	3	86
-	1	-	1	1	87
11	4	25	6	6	88
51	50	17	74	74	89
-	1	-	-	1	90
2	1	-	-	1	91

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Concluded--

		IRON AND STEEL PRODUCTS	TRANSPORTATION EQUIPMENT	NON-FERROUS METAL PRODUCTS
		%	%	%
No.				
	<u>Scheduled Rest Periods (Concl'd)</u>			
	Total minutes per day:			
92	10 minutes or less.....	7	10	5
93	11 to 19 minutes.....	6	3	4
94	20 minutes.....	26	14	22
95	21 to 29 minutes.....	1	-	-
96	30 minutes.....	17	5	10
97	More than 30 minutes.....	-	-	-
98	No information.....	1	2	6
	<u>Collective Agreements</u>			
99	Percentage of reporting units having agreements.....	3	7	2
100	Percentage of employees covered.	5	12	6

Table 6.--MANUFACTURING--Canada--By Industry Group--Office Employees

--Concluded--

ELECTRICAL APPARATUS AND SUPPLIES	NON-METALLIC MINERAL PRODUCTS	PRODUCTS OF PETROLEUM AND COAL	CHEMICAL PRODUCTS	MISCELLANEOUS MANUFACTURING	
%	%	%	%	%	No.
11	4	3	3	4	92
2	4	23	6	5	93
46	27	4	44	45	94
1	-	-	3	1	95
3	19	12	24	25	96
-	1	-	-	1	97
1	1	-	-	1	98
6	2	10	3	1	99
20	2	1	3	-	100

Table 7.--MINING--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		METAL MINING	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
No.		No.	No.	No.	No.
	<u>Survey Coverage</u>				
1	Reporting units.....	139	45	15	79
2	Employees.....	53,084	14,480	8,397	30,207
		%	%	%	%
	<u>Standard Work Week</u>				
3	Under 40 hours.....	-	-	-	-
4	40 hours.....	50	4	69	67
5	Over 40 hours.....	50	96	31	33
6	No standard work week.....	-	-	-	-
7	No information.....	-	-	-	-
	<u>Days Per Week</u>				
8	Less than 5.....	-	-	-	-
9	5.....	51	6	69	68
10	More than 5.....	49	94	31	32
11	No standard number of days.....	-	-	-	-
12	No information.....	-	-	-	-
	<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	100	100	100	100
14	Do not provide vacations★.....	-	-	-	-
15	No information.....	-	-	-	-
16	Vacation increases with service.	90	94	79	90
17	Two weeks.....	90	94	79	90
18	After: 1 year or less.....	13	5	20	15
19	2 years.....	34	9	45	42
20	3 years.....	3	2	-	4
21	4 years.....	2	-	-	3
22	5 years.....	38	78	14	26
23	More than 5 years...	-	-	-	-
24	No information on service required.....	-	-	-	-

★ This category includes reports that indicated no established policy.

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

COAL MINING	NATURAL GAS	CRUDE OIL	NON-METAL MINING	QUARRYING, CLAY AND SAND PITS	PROSPECTING	
No.	No.	No.	No.	No.	No.	No.
38	11	84	44	52	36	1
11,550	1,388	5,008	7,487	2,010	1,178	2
%	%	%	%	%	%	
-	-	-	-	-	-	3
88	94	33	87	40	27	4
10	5	63	13	60	33	5
2	1	4	-	-	40	6
-	-	-	-	-	-	7
-	-	-	-	-	-	8
88	94	32	85	56	30	9
10	5	64	12	44	30	10
2	1	4	-	-	40	11
-	-	-	3	-	-	12
100	100	97	99	96	87	13
-	-	3	1	3	5	14
-	-	-	-	1	8	15
8	93	78	90	64	61	16
8	93	71	90	64	58	17
8	93	37	4	6	33	18
-	-	34	69	14	25	19
-	-	-	6	28	-	20
-	-	-	-	-	-	21
-	-	-	11	16	-	22
-	-	-	-	-	-	23
-	-	-	-	-	-	24

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

No.		METAL MINING	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
25	Three weeks.....	52	34	12	71
26	After: Less than 10 years..	7	7	12	5
27	10 years.....	6	1	-	11
28	11 to 14 years.....	1	-	-	2
29	15 years.....	28	-	-	48
30	16 to 19 years.....	3	-	-	5
31	20 years.....	1	3	-	-
32	More than 20 years..	6	23	-	-
33	No information on service required.....	-	-	-	-
34	Four weeks.....	34	4	-	57
35	After: Less than 25 years..	7	1	-	12
36	25 years.....	27	3	-	45
37	More than 25 years..	-	-	-	-
38	No information on service required.....	-	-	-	-
39	Vacation does not increase with service.....	10	6	21	10
40	1 week.....	6	3	16	6
41	2 weeks.....	4	3	5	4
42	3 weeks or more.....	-	-	-	-
	<u>Paid Statutory or Public Holidays</u>				
43	1 to 7.....	61	97	87	37
44	8.....	34	-	13	57
45	9.....	1	-	-	1
46	More than 9.....	-	-	-	-
47	Number not stated.....	-	-	-	-
48	No paid statutory holidays.....	3	3	-	4
49	No established policy.....	1	-	-	1
50	No information.....	-	-	-	-

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

COAL MINING	NATURAL GAS	CRUDE OIL	NON-METAL MINING	QUARRYING, CLAY AND SAND PITS	PROSPECTING	No.
%	%	%	%	%	%	
7	93	43	80	49	51	25
2	51	7	1	-	5	26
1	42	28	52	14	45	27
-	-	-	-	4	-	28
4	-	1	27	23	1	29
-	-	-	-	-	-	30
-	-	-	-	8	-	31
-	-	-	-	-	-	32
-	-	7	-	-	-	33
-	42	26	57	12	29	34
-	42	24	-	4	28	35
-	-	2	57	8	1	36
-	-	-	-	-	-	37
-	-	-	-	-	-	38
92	7	19	9	32	26	39
-	1	-	1	11	-	40
92	4	19	8	20	25	41
-	2	-	-	1	1	42
95	-	38	17	22	41	43
-	1	3	13	36	18	44
2	73	31	65	6	23	45
-	23	1	-	4	1	46
-	-	18	1	9	12	47
3	-	5	3	17	3	48
-	3	4	1	6	2	49
-	-	-	-	-	-	50

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

No.		METAL MINING	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)				
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
51	Paid holiday observed on a working day.....	31	54	28	22
52	An extra day's pay instead of working day off.....	17	19	34	10
53	No compensation in money or time-off.....	38	3	31	57
54	No established policy.....	3	7	7	-
55	No information.....	7	14	-	6
	Sunday:				
56	Paid holiday observed on a working day.....	47	79	50	31
57	An extra day's pay instead of working day off.....	13	7	39	8
58	No compensation in money or time-off.....	30	2	-	52
59	No established policy.....	3	5	7	1
60	No information.....	3	4	4	3
	<u>Pension Plans</u>				
61	Have pension plans.....	55	34	9	77
62	Do not have pension plans.....	41	57	88	21
63	No information.....	4	9	3	2
	Vested rights of employees:				
64	Have vested rights.....	29	24	9	37
65	Have no vested rights.....	25	10	-	39
66	No information.....	1	-	-	1
	Payments integrated with Old Age Security Act (levelling off option):				
67	Integrated.....	31	22	9	41
68	Not integrated.....	21	12	-	31
69	No information.....	3	-	-	5

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

COAL MINING	NATURAL GAS	CRUDE OIL	NON-METAL MINING	QUARRYING, CLAY AND SAND PITS	PROSPECTING	No.
%	%	%	%	%	%	
9	11	13	19	45	46	51
76	34	29	5	11	24	52
6	23	12	64	1	5	53
2	27	15	-	4	6	54
4	2	22	8	16	14	55
10	13	16	23	47	47	56
76	34	18	5	9	18	57
4	23	10	67	5	8	58
2	27	15	-	2	5	59
5	-	32	1	14	17	60
84	93	64	57	59	74	61
16	7	36	23	41	26	62
-	-	-	20	-	-	63
5	85	48	29	49	66	64
78	-	16	28	10	8	65
1	8	-	-	-	-	66
80	57	22	50	23	13	67
1	36	32	7	35	61	68
3	-	10	-	1	-	69

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

No.		METAL MINING	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	<u>Group Life Insurance Plans</u>				
70	Have group insurance plans.....	97	99	100	95
71	Do not have group insurance plans.....	3	1	-	5
72	No information on group insurance plans.....	-	-	-	-
73	Employer contributes to premiums	95	97	100	94
74	In full.....	16	29	-	15
75	In part.....	78	67	100	77
76	Contributes, but proportion not stated.....	1	1	-	2
77	No contribution or no information.....	2	2	-	1
	<u>Sickness and Accident Leave Benefit Plans</u>				
78	Have such benefit plans.....	89	86	99	87
79	Do not have such benefit plans..	10	12	1	12
80	No information.....	1	2	-	1
	Type of benefit plan:				
81	Paid sick leave only.....	8	10	-	9
82	Cash compensation insurance only.....	80	74	99	78
83	Combination of paid sick leave and cash compensation insurance.....	1	2	-	-
	<u>Paid Daily Overtime</u>				
84	Have daily overtime provision...	92	85	100	93
85	No daily overtime provision.....	6	9	-	7
86	No established daily overtime policy.....	-	-	-	-
87	No information.....	2	6	-	-
	Overtime paid after work period of:				
88	8 hours or less per day.....	90	85	97	91
89	More than 8 hours per day.....	1	-	-	1
90	No information.....	1	-	3	1

Table 7.--MINING--Canada--Non-Office Employees

--Continued--

COAL MINING	NATURAL GAS	CRUDE OIL	NON-METAL MINING	QUARRYING, CLAY AND SAND PITS	PROSPECTING	No.
%	%	%	%	%	%	
13	97	96	97	81	94	70
87	3	4	2	19	6	71
-	-	-	1	-	-	72
8	97	95	91	78	83	73
-	51	1	7	-	2	74
8	44	93	83	74	77	75
-	2	1	1	4	4	76
5	-	1	6	3	11	77
6	95	82	94	66	75	78
93	5	17	6	32	25	79
1	-	1	-	2	-	80
1	64	26	4	5	51	81
4	-	34	84	56	6	82
1	31	22	6	5	18	83
97	98	92	96	76	85	84
3	2	3	2	4	13	85
-	-	1	1	4	-	86
-	-	4	1	16	2	87
97	98	68	96	53	32	88
-	-	24	-	23	47	89
-	-	-	-	-	6	90

Table 7.--MINING--Canada--Non-Office Employees

--Concluded--

No.		METAL MINING	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>				
	Overtime rates:				
91	1 1/4.....	-	-	-	-
92	1 1/2.....	92	85	100	93
93	Other rates.....	-	-	-	-
94	No information.....	-	-	-	-
	<u>Scheduled Rest Periods</u>				
95	Have rest periods.....	8	16	9	3
96	Do not have rest periods.....	74	53	56	90
97	No established policy.....	9	15	4	7
98	No information.....	9	16	31	-
	Rest periods per day:				
99	One.....	3	9	-	-
100	Two.....	5	7	9	3
101	Other.....	-	-	-	-
102	No information.....	-	-	-	-
	Total minutes per day:				
103	10 minutes or less.....	3	9	-	-
104	11 to 19 minutes.....	-	-	-	-
105	20 minutes.....	3	1	8	3
106	21 to 29 minutes.....	-	-	-	-
107	30 minutes.....	2	6	1	-
108	More than 30 minutes.....	-	-	-	-
109	No information.....	-	-	-	-
	<u>Collective Agreements</u>				
110	Percentage of reporting units having agreements.....	68	64	93	66
111	Percentage of employees covered.	82	59	92	90

Table 7.--MINING--Canada--Non-Office Employees

--Concluded--

COAL MINING	NATURAL GAS	CRUDE OIL	NON-METAL MINING	QUARRYING, CLAY AND SAND PITS	PROSPECTING	No.
%	%	%	%	%	%	
-	-	-	-	6	-	91
96	96	92	96	70	84	92
1	-	-	-	-	-	93
-	2	-	-	-	1	94
-	86	14	36	34	39	95
97	5	66	60	53	33	96
3	8	15	1	9	17	97
-	1	5	3	4	11	98
-	-	-	3	5	-	99
-	86	9	33	29	37	100
-	-	1	-	-	-	101
-	-	4	-	-	2	102
-	-	-	-	7	-	103
-	-	-	-	-	-	104
-	27	4	27	9	4	105
-	-	-	-	8	-	106
-	59	4	9	10	35	107
-	-	1	-	-	-	108
-	-	5	-	-	-	109
74	27	-	66	60	-	110
89	58	-	90	60	-	111

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		AIR TRANSPORT		RAILWAY TRANSPORT	
		Operating Employees	Others	Running Trades	Others
		No.	No.	No.	No.
	<u>Survey Coverage</u>				
1	Reporting units.....	122	75	37	
2	Employees.....	5,066	8,393	28,119	87,803
		%	%	%	%
	<u>Standard Work Week</u>				
3	Under 40 hours.....	1	-	-	-
4	40 hours.....	40	98	-	98
5	Over 40 hours.....	12	1	-	2
6	Unclassified.....	47	1	100	-
7	No information.....	-	-	-	-
	<u>Days Per Week</u>				
8	Less than 5.....	-	-	-	-
9	5.....	44	98	-	98
10	More than 5.....	9	1	-	2
11	Unclassified.....	47	1	100	-
12	No information.....	-	-	-	-
	<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	99	100	100	100
14	Do not provide vacations*	1	-	-	-
15	No information.....	-	-	-	-
16	Vacation increases with service.....	68	98	100	100
17	Two weeks.....	68	97	100	100
18	After: 1 year or less.....	58	97	-	3
19	2 years.....	6	-	97	93
20	3 years.....	-	-	-	2
21	4 years.....	2	-	-	-
22	5 years.....	-	-	3	2
23	More than 5 years.....	-	-	-	-
24	No information on service required.	2	-	-	-

* This category includes reports that indicated no established policy.

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT		INTERURBAN BUS AND COACH TRANSPORT		TRUCKING		SERVICES INCIDENTAL TO WATER TRANSPORT	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
No.	No.	No.	No.	No.	No.	No.	No.
42	35	42	32	518	231	70	1
11,395	5,090	2,243	723	18,527	3,866	12,175	2
%	%	%	%	%	%	%	
-	2	1	3	-	-	-	3
66	30	28	26	13	9	29	4
34	68	33	69	79	84	39	5
-	-	38	2	8	7	32	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
93	95	28	77	48	40	30	9
7	5	34	21	44	53	38	10
-	-	38	2	8	7	32	11
-	-	-	-	-	-	-	12
100	100	100	100	99	98	75	13
-	-	-	-	1	2	5	14
-	-	-	-	-	-	20	15
99	100	87	95	86	81	48	16
99	99	87	94	86	76	48	17
80	90	51	65	16	18	4	18
9	6	19	19	24	20	37	19
8	2	7	1	43	31	5	20
-	-	-	-	1	-	1	21
1	1	10	9	2	7	1	22
-	-	-	-	-	-	-	23
1	-	-	-	-	-	-	24

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

No.		AIR TRANSPORT		RAILWAY TRANSPORT	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
25	Three weeks.....	62	97	100	100
26	After: Less than 10 years.....	6	2	-	1
27	10 years.....	5	1	-	-
28	11 to 14 years.....	43	94	-	-
29	15 years.....	7	-	100	99
30	16 to 19 years.....	-	-	-	-
31	20 years.....	-	-	-	-
32	More than 20 years.....	-	-	-	-
33	No information on service required.	1	-	-	-
34	Four weeks.....	3	-	99	100
35	After: Less than 25 years.....	1	-	-	1
36	25 years.....	2	-	-	-
37	More than 25 years.....	-	-	99	99
38	No information on service required.	-	-	-	-
39	Vacation does not increase with service.....	31	2	-	-
40	1 week.....	2	-	-	-
41	2 weeks.....	27	2	-	-
42	3 weeks or more.....	2	-	-	-
	<u>Paid Statutory or Public Holidays</u>				
43	1 to 7.....	15	-	-	97
44	8.....	33	96	-	1
45	9.....	3	1	-	-
46	More than 9.....	3	1	-	-
47	Number not stated.....	42	1	-	-
48	No paid statutory holidays.....	2	-	100	2
49	No established policy.....	2	1	-	-
50	No information.....	-	-	-	-
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
51	Paid holiday observed on a working day.....	33	23	-	9
52	An extra day's pay instead of working day off.....	7	74	-	85
53	No compensation in money or time-off	5	1	-	3
54	No established policy.....	3	-	-	-
55	No information.....	48	1	-	1

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT		INTERURBAN BUS AND COACH TRANSPORT		TRUCKING		SERVICES INCIDENTAL TO WATER TRANSPORT	No.
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others	%	
%	%	%	%	%	%	%	
97	99	75	87	67	54	28	25
20	20	10	14	6	9	3	26
35	42	29	23	13	7	-	27
7	6	-	1	9	11	-	28
35	31	1	1	38	26	11	29
-	-	-	-	-	-	-	30
-	-	35	48	1	-	14	31
-	-	-	-	-	1	-	32
-	-	-	-	-	-	-	33
41	49	9	5	3	2	6	34
4	4	-	-	2	-	1	35
36	45	8	4	-	1	3	36
1	-	1	1	1	1	2	37
-	-	-	-	-	-	-	38
1	-	13	5	13	17	27	39
-	-	3	4	5	6	-	40
1	-	10	1	8	11	25	41
-	-	-	-	-	-	2	42
42	28	38	71	15	16	19	43
34	46	5	11	57	47	13	44
14	16	8	7	15	16	9	45
8	10	1	-	4	8	19	46
1	-	44	8	5	10	17	47
1	-	-	-	3	1	22	48
-	-	4	3	1	2	1	49
-	-	-	-	-	-	-	50
4	5	7	10	42	26	9	51
33	31	4	15	29	27	21	52
38	46	21	8	7	11	14	53
13	14	8	52	6	9	3	54
11	4	56	12	12	24	30	55

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

No.		AIR TRANSPORT		RAILWAY TRANSPORT	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u>				
	(Concl'd)				
	Sunday:				
56	Paid holiday observed on a working day.....	32	23	-	45
57	An extra day's pay instead of working day off.....	3	74	-	49
58	No compensation in money or time-off	6	1	-	2
59	No established policy.....	1	-	-	-
60	No information.....	54	1	-	2
	<u>Pension Plans</u>				
61	Have pension plans.....	80	96	100	100
62	Do not have pension plans.....	20	3	-	-
63	No information.....	-	1	-	-
	Vested rights of employees:				
64	Have vested rights.....	36	2	1	1
65	Have no vested rights.....	44	94	99	99
66	No information.....	-	-	-	-
	Payments integrated with Old Age Security Act (levelling off option):				
67	Integrated.....	7	-	1	2
68	Not integrated.....	70	96	98	96
69	No information.....	3	-	1	2
	<u>Group Life Insurance Plans</u>				
70	Have group insurance plans.....	91	98	2	98
71	Do not have group insurance plans.....	9	2	98	2
72	No information on group insurance plans	-	-	-	-
73	Employer contributes to premiums.....	79	77	2	98
74	In full.....	7	-	-	-
75	In part.....	72	77	2	98
76	Contributes, but proportion not stated.....	-	-	-	-
77	No contribution or no information....	12	21	-	-

Table 8.--TRANSPORT--Canada--Non-Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT		INTERURBAN BUS AND COACH TRANSPORT		TRUCKING		SERVICES INCIDENTAL TO WATER TRANSPORT	No.
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	
25	43	6	9	34	26	15	56
34	31	2	11	26	25	20	57
15	8	24	12	4	9	14	58
13	14	7	51	5	12	3	59
12	4	57	14	27	25	25	60
95	98	37	31	14	11	52	61
5	2	62	68	80	84	37	62
-	-	1	1	6	5	11	63
29	26	15	18	10	8	11	64
66	72	22	13	4	2	38	65
-	-	-	-	-	1	3	66
84	88	12	3	1	3	32	67
11	10	20	23	10	7	14	68
-	-	5	5	3	1	6	69
74	60	93	94	82	55	40	70
26	40	7	5	13	37	46	71
-	-	-	1	5	8	14	72
73	59	92	94	77	44	39	73
6	6	40	51	32	7	1	74
67	53	52	43	45	37	38	75
-	-	-	-	-	-	-	76
1	1	1	-	5	11	1	77

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

No.		AIR TRANSPORT		RAILWAY TRANSPORT	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	<u>Sickness and Accident Leave Benefit Plans</u>				
78	Have such benefit plans.....	93	98	3	93
79	Do not have such benefit plans.....	6	1	97	3
80	No information.....	1	1	-	4
	Type of benefit plan:				
81	Paid sick leave only.....	74	97	-	1
82	Cash compensation insurance only.....	6	-	3	92
83	Combination of paid sick leave and cash compensation insurance.....	13	1	-	-
	<u>Paid Daily Overtime</u>				
84	Have daily overtime provision.....	35	98	5	98
85	No daily overtime provision.....	49	1	95	-
86	No established daily overtime policy...	-	1	-	-
87	No information.....	16	-	-	2
	Overtime paid after work period of:				
88	8 hours or less per day.....	31	97	5	92
89	More than 8 hours per day.....	3	-	-	6
90	No information.....	1	1	-	-
	Overtime rates:				
91	1 1/4.....	-	-	-	-
92	1 1/2.....	31	97	5	98
93	Other rates.....	4	-	-	-
94	No information.....	-	1	-	-
	<u>Scheduled Rest Periods</u>				
95	Have rest periods.....	50	44	-	6
96	Do not have rest periods.....	37	1	100	87
97	No established policy.....	5	4	-	7
98	No information.....	8	51	-	-
	Rest periods per day:				
99	One.....	1	-	-	-
100	Two.....	48	44	-	6
101	Other.....	-	-	-	-
102	No information.....	1	-	-	-

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT		INTERURBAN BUS AND COACH TRANSPORT		TRUCKING		SERVICES INCIDENTAL TO WATER TRANSPORT	No.
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	
95	99	36	32	70	49	49	78
5	1	63	67	24	39	41	79
-	-	1	1	6	12	10	80
36	37	6	7	7	7	18	81
55	57	26	19	57	40	30	82
4	5	4	6	6	2	1	83
93	99	73	33	75	77	98	84
6	1	5	65	7	18	2	85
-	-	-	2	-	4	-	86
1	-	22	-	18	1	-	87
14	69	26	28	17	14	64	88
75	27	5	1	56	43	13	89
4	3	42	4	2	20	21	90
-	-	-	-	1	2	-	91
93	96	70	28	73	55	88	92
-	-	1	1	1	1	8	93
-	3	2	4	-	19	2	94
16	22	27	65	66	38	5	95
82	43	50	12	26	24	70	96
2	27	10	6	7	11	17	97
-	8	13	17	1	27	8	98
8	5	6	1	1	-	-	99
8	17	20	26	61	35	5	100
-	-	-	-	2	1	-	101
-	-	1	38	2	2	-	102

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Concluded--

No.		AIR TRANSPORT		RAILWAY TRANSPORT	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	<u>Scheduled Rest Periods (Concl'd)</u>				
	Total minutes per day:				
103	10 minutes or less.....	8	14	-	-
104	11 to 19 minutes.....	1	-	-	2
105	20 minutes.....	30	27	-	4
106	21 to 29 minutes.....	-	-	-	-
107	30 minutes.....	8	3	-	-
108	More than 30 minutes.....	1	-	-	-
109	No information.....	2	-	-	-
	<u>Collective Agreements</u>				
110	Percentage of reporting units having agreements.....	21	31		
111	Percentage of employees covered.....	59	87	96*	

* This figure refers to running trades and others combined.

Table 8.--TRANSPORTATION--Canada--Non-Office Employees

--Concluded--

URBAN AND SUBURBAN PASSENGER TRANSPORT		INTERURBAN BUS AND COACH TRANSPORT		TRUCKING		SERVICES INCIDENTAL TO WATER TRANSPORT	No.
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	
6	5	5	-	8	1	-	103
1	1	2	1	3	-	-	104
8	16	8	49	25	22	3	105
-	-	1	4	-	-	-	106
-	-	10	11	26	12	1	107
-	-	-	-	2	1	1	108
1	-	1	-	2	2	-	109
93	91	69	75	58	56	77	110
97	90	82	80	67	56	84	111

Table 9.--TRANSPORTATION--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		AIR TRANSPORT	RAILWAY TRANSPORT
		No.	No.
	<u>Survey Coverage</u>		
1	Reporting units.....	123	30
2	Employees.....	4,149	33,261
		%	%
	<u>Standard Work Week</u>		
3	Under 37½ hours.....	6	1
4	37½ hours.....	81	21
5	Over 37½ hours.....	12	78
6	No standard work week.....	1	-
7	No information.....	-	-
	<u>Days Per Week</u>		
8	Less than 5.....	-	-
9	5.....	98	100
10	More than 5.....	1	-
11	No standard number of days.....	1	-
12	No information.....	-	-
	<u>Vacations With Pay</u>		
13	Provide vacations with pay.....	100	100
14	Do not provide vacations ^a	-	-
15	No information.....	-	-
16	Vacation increases with service.....	92	100
17	Two weeks.....	92	100
18	After: 1 year or less.....	91	43
19	2 years.....	1	49
20	3 years.....	-	8
21	4 years.....	-	-
22	5 years.....	-	-
23	More than 5 years.....	-	-
24	No information on service required...	-	-

^a This category includes reports that indicated no established policy.

Table 9.--TRANSPORTATION--Canada--Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT	INTERURBAN BUS AND COACH TRANSPORT	TRUCKING	SERVICES INCIDENTAL TO WATER TRANSPORT	
No.	No.	No.	No.	No.
38	42	492	72	1
3,953	848	5,308	1,748	2
%	%	%	%	
49	5	19	24	3
48	63	19	36	4
3	32	61	40	5
-	-	1	-	6
-	-	-	-	7
-	-	-	-	8
98	78	76	44	9
2	22	23	56	10
-	-	1	-	11
-	-	-	-	12
100	100	100	98	13
-	-	-	1	14
-	-	-	1	15
100	88	79	49	16
99	88	79	49	17
96	68	46	41	18
3	14	25	7	19
-	1	6	-	20
-	-	-	-	21
-	5	2	-	22
-	-	-	-	23
-	-	-	1	24

Table 9.--TRANSPORTATION--Canada--Office Employees

--Continued--

		AIR TRANSPORT	RAILWAY TRANSPORT
No.		%	%
	<u>Vacations With Pay (Concl'd)</u>		
25	Three weeks.....	90	100
26	After: Less than 10 years.....	10	1
27	10 years.....	2	-
28	11 to 14 years.....	76	-
29	15 years.....	2	99
30	16 to 19 years.....	-	-
31	20 years.....	-	-
32	More than 20 years.....	-	-
33	No information on service required...	-	-
34	Four weeks.....	1	100
35	After: Less than 25 years.....	-	1
36	25 years.....	1	-
37	More than 25 years.....	-	99
38	No information on service required...	-	-
39	Vacation does not increase with service..	8	-
40	1 week.....	-	-
41	2 weeks.....	7	-
42	3 weeks or more.....	1	-
	<u>Paid Statutory or Public Holidays</u>		
43	1 to 7.....	5	98
44	8.....	90	2
45	9.....	3	-
46	More than 9.....	1	-
47	Number not stated.....	-	-
48	No paid statutory holidays.....	-	-
49	No established policy.....	1	-
50	No information.....	-	-
	Practice when paid statutory or public holiday falls on:		
	Saturday:		
51	Paid holiday observed on a working day.....	27	21
52	An extra day's pay instead of working day off.....	66	30
53	No compensation in money or time-off.	2	22
54	No established policy.....	1	1
55	No information.....	3	26

Table 9.--TRANSPORTATION--Canada--Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT	INTERURBAN BUS AND COACH TRANSPORT	TRUCKING	SERVICES INCIDENTAL TO WATER TRANSPORT	No.
%	%	%	%	
99	82	59	48	25
49	15	9	34	26
35	17	13	9	27
3	1	5	-	28
12	-	30	4	29
-	-	-	-	30
-	49	1	-	31
-	-	1	-	32
-	-	-	1	33
82	2	3	20	34
2	-	2	3	35
80	2	-	17	36
-	-	1	-	37
-	-	-	-	38
-	12	21	49	39
-	3	1	-	40
-	9	19	20	41
-	-	1	29	42
-	7	10	30	43
33	70	54	5	44
4	13	25	8	45
62	6	6	35	46
1	1	4	4	47
-	-	1	11	48
-	3	-	2	49
-	-	-	5	50
12	8	45	21	51
1	8	6	1	52
39	13	18	24	53
46	55	10	22	54
2	13	20	14	55

Table 9.--TRANSPORTATION--Canada--Office Employees

--Continued--

No.		AIR TRANSPORT	RAILWAY TRANSPORT
		%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)		
	Sunday:		
56	Paid holiday observed on a working day.....	23	21
57	An extra day's pay instead of working day off.....	66	30
58	No compensation in money or time-off.	2	22
59	No established policy.....	1	-
60	No information.....	7	27
	<u>Pension Plans</u>		
61	Have pension plans.....	94	100
62	Do not have pension plans.....	6	-
63	No information.....	-	-
	Vested rights of employees:		
64	Have vested rights.....	18	1
65	Have no vested rights.....	76	99
66	No information.....	-	-
	Payments integrated with Old Age Security Act (levelling off option):		
67	Integrated.....	4	8
68	Not integrated.....	90	92
69	No information.....	-	-
	<u>Group Life Insurance Plans</u>		
70	Have group insurance plans.....	97	99
71	Do not have group insurance plans.....	3	1
72	No information on group insurance plans..	-	-
73	Employer contributes to premiums.....	82	99
74	In full.....	3	-
75	In part.....	79	83
76	Contributes, but proportion not stated.....	-	-
77	No contribution or no information.....	15	16

Table 9.--TRANSPORTATION---Canada---Office Employees

--Continued--

URBAN AND SUBURBAN PASSENGER TRANSPORT	INTERURBAN BUS AND COACH TRANSPORT	TRUCKING	SERVICES INCIDENTAL TO WATER TRANSPORT	No.
%	%	%	%	
44	5	40	28	56
1	8	4	-	57
7	15	14	24	58
46	55	10	22	59
2	14	31	8	60
98	78	42	87	61
2	21	57	10	62
-	1	1	3	63
51	15	36	51	64
47	63	6	34	65
-	-	-	2	66
94	5	6	26	67
4	68	34	57	68
-	5	2	4	69
67	94	90	75	70
33	6	8	21	71
-	-	2	4	72
67	93	82	73	73
3	50	24	19	74
64	43	58	54	75
-	-	-	-	76
-	1	8	2	77

Table 9.--TRANSPORTATION--Canada--Office Employees

--Concluded--

		AIR TRANSPORT	RAILWAY TRANSPORT
		%	%
No.			
	<u>Sickness and Accident Leave Benefit Plans</u>		
78	Have such benefit plans.....	98	92
79	Do not have such benefit plans.....	2	3
80	No information.....	-	5
	Type of benefit plan:		
81	Paid sick leave only.....	90	36
82	Cash compensation insurance only.....	2	55
83	Combination of paid sick leave and cash compensation insurance.....	6	1
	<u>Scheduled Rest Periods</u>		
84	Have rest periods.....	98	14
85	Do not have rest periods.....	1	68
86	No established policy.....	1	18
87	No information.....	-	-
	Rest periods per day:		
88	One.....	66	-
89	Two.....	32	14
90	Other.....	-	-
91	No information.....	-	-
	Total minutes per day:		
92	10 minutes or less.....	4	-
93	11 to 19 minutes.....	-	-
94	20 minutes.....	79	13
95	21 to 29 minutes.....	-	-
96	30 minutes.....	15	1
97	More than 30 minutes.....	-	-
98	No information.....	-	-
	<u>Collective Agreements</u>		
99	Percentage of reporting units having agreements.....	5	70
100	Percentage of employees covered.....	7	60

Table 9.--TRANSPORTATION--Canada--Office Employees

--Concluded--

URBAN AND SUBURBAN PASSENGER TRANSPORT	INTERURBAN BUS AND COACH TRANSPORT	TRUCKING	SERVICES INCIDENTAL TO WATER TRANSPORT	No.
%	%	%	%	
89	81	81	53	78
11	19	15	38	79
-	-	4	9	80
85	59	30	45	81
2	13	23	1	82
2	9	28	7	83
87	94	84	54	84
13	1	10	29	85
-	4	6	12	86
-	1	-	5	87
3	2	3	1	88
83	92	77	51	89
-	-	3	2	90
1	-	1	-	91
32	-	8	-	92
2	3	4	-	93
5	7	26	11	94
-	7	-	-	95
47	77	41	23	96
-	-	3	20	97
1	-	2	-	98
37	21	2	8	99
52	23	2	8	100

Table 10.--STORAGE--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		No.	No.
<u>Survey Coverage</u>			
1	Reporting units.....	58	46
2	Employees.....	4,062	1,358
		%	%
<u>Standard Work Week</u>			
3	Under 40 hours.....	1	-
4	40 hours.....	67	57
5	Over 40 hours.....	22	43
6	No standard work week.....	10	-
7	No information.....	-	-
<u>Days Per Week</u>			
8	Less than 5.....	-	-
9	5.....	68	69
10	More than 5.....	22	31
11	No standard number of days.....	10	-
12	No information.....	-	-
<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	100	100
14	Do not provide vacations [*]	-	-
15	No information.....	-	-
16	Vacation increases with service.	65	83
17	Two weeks.....	65	83
18	After: 1 year or less.....	45	41
19	2 years.....	16	14
20	3 years.....	3	26
21	4 years.....	-	-
22	5 years.....	1	2
23	More than 5 years...	-	-
24	No information on service required.....	-	-

^{*} This category includes reports that indicated no established policy.

Table 10.--STORAGE--Canada--Non-Office Employees

--Continued--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Vacations With Pay (Concl'd)</u>		
25	Three weeks.....	64	72
26	After: Less than 10 years..	9	2
27	10 years.....	-	26
28	11 to 14 years.....	-	9
29	15 years.....	39	24
30	16 to 19 years.....	-	-
31	20 years.....	16	11
32	More than 20 years..	-	-
33	No information on service required.....	-	-
34	Four weeks.....	12	11
35	After: Less than 25 years..	-	1
36	25 years.....	11	10
37	More than 25 years..	1	-
38	No information on service required.....	-	-
39	Vacation does not increase with service.....	35	17
40	1 week.....	-	-
41	2 weeks.....	30	17
42	3 weeks or more.....	5	-
	<u>Paid Statutory or Public Holidays</u>		
43	1 to 7.....	5	26
44	8.....	60	33
45	9.....	27	19
46	More than 9.....	7	19
47	Number not stated.....	1	1
48	No paid statutory holidays.....	-	1
49	No established policy.....	-	1
50	No information.....	-	-

Table 10.--STORAGE--Canada--Non-Office Employees

--Continued--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)		
	Practice when paid statutory or public holiday falls on:		
	Saturday:		
51	Paid holiday observed on a working day.....	26	23
52	An extra day's pay instead of working day off.....	18	11
53	No compensation in money or time-off.....	29	21
54	No established policy.....	11	17
55	No information.....	16	26
	Sunday:		
56	Paid holiday observed on a working day.....	47	51
57	An extra day's pay instead of working day off.....	8	1
58	No compensation in money or time-off.....	18	17
59	No established policy.....	11	25
60	No information.....	16	4
	<u>Pension Plans</u>		
61	Have pension plans.....	98	47
62	Do not have pension plans.....	2	52
63	No information.....	-	1
	Vested rights of employees:		
64	Have vested rights.....	71	23
65	Have no vested rights.....	25	24
66	No information.....	2	-
	Payments integrated with Old Age Security Act (levelling off option):		
67	Integrated.....	54	11
68	Not integrated.....	42	29
69	No information.....	2	7

Table 10.--STORAGE--Canada--Non-Office Employees

--Continued--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Group Life Insurance Plans</u>		
70	Have group insurance plans.....	87	80
71	Do not have group insurance plans.....	13	20
72	No information on group insurance plans.....	-	-
73	Employer contributes to premiums	84	69
74	In full.....	6	3
75	In part.....	76	53
76	Contributes, but proportion not stated.....	2	13
77	No contribution or no information.....	3	11
	<u>Sickness and Accident Leave Benefit Plans</u>		
78	Have such benefit plans.....	63	68
79	Do not have such benefit plans..	35	25
80	No information.....	2	7
	Type of benefit plan:		
81	Paid sick leave only.....	44	18
82	Cash compensation insurance only.....	11	39
83	Combination of paid sick leave and cash compensation insurance.....	8	11
	<u>Paid Daily Overtime</u>		
84	Have daily overtime provision...	71	93
85	No daily overtime provision.....	27	2
86	No established daily overtime policy.....	2	1
87	No information.....	-	4
	Overtime paid after work period of:		
88	8 hours or less per day.....	65	59
89	More than 8 hours per day.....	4	31
90	No information.....	2	3

Table 10.--STORAGE--Canada--Non-Office Employees

--Concluded--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
		%	%
No.			
	<u>Paid Daily Overtime (Concl'd)</u>		
	Overtime rates:		
91	1 1/4.....	-	2
92	1 1/2.....	69	82
93	Other rates.....	2	1
94	No information.....	-	8
	<u>Scheduled Rest Periods</u>		
95	Have rest periods.....	29	67
96	Do not have rest periods.....	61	22
97	No established policy.....	10	11
98	No information.....	-	-
	Rest periods per day:		
99	One.....	-	-
100	Two.....	23	67
101	Other.....	-	-
102	No information.....	6	-
	Total minutes per day:		
103	10 minutes or less.....	-	12
104	11 to 19 minutes.....	2	-
105	20 minutes.....	4	31
106	21 to 29 minutes.....	-	-
107	30 minutes.....	16	24
108	More than 30 minutes.....	1	-
109	No information.....	6	-
	<u>Collective Agreements</u>		
110	Percentage of reporting units having agreements.....	53	54
111	Percentage of employees covered.	56	60

Table 11.--STORAGE--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		No.	No.
<u>Survey Coverage</u>			
1	Reporting units.....	55	46
2	Employees.....	1,086	497
		%	%
<u>Standard Work Week</u>			
3	Under 37½ hours.....	82	22
4	37½ hours.....	6	43
5	Over 37½ hours.....	12	34
6	No standard work week.....	-	1
7	No information.....	-	-
<u>Days Per Week</u>			
8	Less than 5.....	-	-
9	5.....	89	84
10	More than 5.....	11	15
11	No standard number of days.....	-	1
12	No information.....	-	-
<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	100	100
14	Do not provide vacations [*]	-	-
15	No information.....	-	-
16	Vacation increases with service.	70	74
17	Two weeks.....	70	74
18	After: 1 year or less.....	68	69
19	2 years.....	1	1
20	3 years.....	1	3
21	4 years.....	-	-
22	5 years.....	-	1
23	More than 5 years...	-	-
24	No information on service required.....	-	-

* This category includes reports that indicated no established policy.

Table 11.--STORAGE--Canada--Office Employees

--Continued--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Vacations With Pay (Concl'd)</u>		
25	Three weeks.....	67	65
26	After: Less than 10 years..	24	6
27	10 years.....	2	31
28	11 to 14 years.....	2	3
29	15 years.....	39	23
30	16 to 19 years.....	-	-
31	20 years.....	-	1
32	More than 20 years..	-	1
33	No information on service required.....	-	-
34	Four weeks.....	10	15
35	After: Less than 25 years..	-	3
36	25 years.....	10	12
37	More than 25 years..	-	-
38	No information on service required.....	-	-
39	Vacation does not increase with service.....	30	26
40	1 week.....	-	3
41	2 weeks.....	10	18
42	3 weeks or more.....	20	5
	<u>Paid Statutory or Public Holidays</u>		
43	1 to 7.....	2	18
44	8.....	24	28
45	9.....	28	23
46	More than 9.....	43	28
47	Number not stated.....	3	2
48	No paid statutory holidays.....	-	1
49	No established policy.....	-	-
50	No information.....	-	-

Table 10.--STORAGE--Canada--Office Employees

--Continued--

No.		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
		%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)		
	Practice when paid statutory or public holiday falls on:		
	Saturday:		
51	Paid holiday observed on a working day.....	28	21
52	An extra day's pay instead of working day off.....	-	-
53	No compensation in money or time-off.....	61	32
54	No established policy.....	-	17
55	No information.....	11	29
	Sunday:		
56	Paid holiday observed on a working day.....	37	43
57	An extra day's pay instead of working day off.....	-	-
58	No compensation in money or time-off.....	45	27
59	No established policy.....	-	23
60	No information.....	18	6
	<u>Pension Plans</u>		
61	Have pension plans.....	99	51
62	Do not have pension plans.....	1	49
63	No information.....	-	-
	Vested rights of employees:		
64	Have vested rights.....	70	32
65	Have no vested rights.....	27	19
66	No information.....	2	-
	Payments integrated with Old Age Security Act (levelling off option):		
67	Integrated.....	28	12
68	Not integrated.....	36	29
69	No information.....	35	10

Table 11.--STORAGE--Canada--Office Employees

--Continued--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Group Life Insurance Plans</u>		
70	Have group insurance plans.....	97	86
71	Do not have group insurance plans.....	3	14
72	No information on group insurance plans.....	-	-
73	Employer contributes to premiums	95	75
74	In full.....	6	5
75	In part.....	84	59
76	Contributes, but proportion not stated.....	5	11
77	No contribution or no information.....	2	11
	<u>Sickness and Accident Leave Benefit Plans</u>		
78	Have such benefit plans.....	65	68
79	Do not have such benefit plans..	34	23
80	No information.....	1	9
	Type of benefit plan:		
81	Paid sick leave only.....	60	31
82	Cash compensation insurance only.....	-	7
83	Combination of paid sick leave and cash compensation insurance.....	5	30
	<u>Scheduled Rest Periods</u>		
84	Have rest periods.....	85	80
85	Do not have rest periods.....	11	13
86	No established policy.....	4	7
87	No information.....	-	-
	Rest periods per day:		
88	One.....	3	-
89	Two.....	81	78
90	Other.....	-	-
91	No information.....	1	2

Table 11.--STORAGE--Canada--Office Employees

--Concluded--

		GRAIN ELEVATORS	STORAGE AND WAREHOUSING
No.		%	%
	<u>Scheduled Rest Periods (Concl'd)</u>		
	Total minutes per day:		
92	10 minutes or less.....	-	13
93	11 to 19 minutes.....	4	1
94	20 minutes.....	11	22
95	21 to 29 minutes.....	-	-
96	30 minutes.....	68	39
97	More than 30 minutes.....	1	-
98	No information.....	1	5
	<u>Collective Agreements</u>		
99	Percentage of reporting units having agreements.....	6	2
100	Percentage of employees covered.	8	1

Table 12.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
No.		No.	No.	No.
<u>Survey Coverage</u>				
1	Reporting units.....	177	51	134
2	Employees.....	28,761	29,220	6,104
		%	%	%
<u>Standard Work Week</u>				
3	Under 40 hours.....	-	19	15
4	40 hours.....	88	78	73
5	Over 40 hours.....	12	3	7
6	No standard work week.....	-	-	5
7	No information.....	-	-	-
<u>Days Per Week</u>				
8	Less than 5.....	-	-	-
9	5.....	96	100	75
10	More than 5.....	4	-	20
11	No standard number of days.....	-	-	5
12	No information.....	-	-	-
<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	100	100	100
14	Do not provide vacations*.....	-	-	-
15	No information.....	-	-	-
16	Vacation increases with service.	90	98	34
17	Two weeks.....	90	84	33
18	After: 1 year or less.....	60	82	25
19	2 years.....	24	2	5
20	3 years.....	2	-	-
21	4 years.....	-	-	-
22	5 years.....	1	-	-
23	More than 5 years...	-	-	1
24	No information on service required.....	3	-	2

* This category includes reports that indicated no established policy.

Table 12.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Non-Office Employees

--Continued--

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	89	98	27
26	After: Less than 10 years..	17	39	24
27	10 years.....	35	-	1
28	11 to 14 years.....	2	-	-
29	15 years.....	33	59	2
30	16 to 19 years.....	-	-	-
31	20 years.....	1	-	-
32	More than 20 years..	1	-	-
33	No information on service required.....	-	-	-
34	Four weeks.....	67	89	6
35	After: Less than 25 years..	4	1	2
36	25 years.....	49	29	3
37	More than 25 years..	14	59	1
38	No information on service required.....	-	-	-
39	Vacation does not increase with service.....	10	2	66
40	1 week.....	-	-	-
41	2 weeks.....	-	-	8
42	3 weeks or more.....	10	2	58
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	3	2	10
44	8.....	14	57	9
45	9.....	57	20	9
46	More than 9.....	25	21	61
47	Number not stated.....	1	-	6
48	No paid statutory holidays.....	-	-	2
49	No established policy.....	-	-	2
50	No information.....	-	-	1

Table 12.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Non-Office Employees

--Continued--

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	42	3	16
52	An extra day's pay instead of working day off.....	12	5	54
53	No compensation in money or time-off.....	36	88	11
54	No established policy.....	6	-	4
55	No information.....	4	4	10
	Sunday:			
56	Paid holiday observed on a working day.....	60	82	18
57	An extra day's pay instead of working day off.....	12	5	54
58	No compensation in money or time-off.....	21	9	9
59	No established policy.....	6	-	4
60	No information.....	1	4	10
	<u>Pension Plans</u>			
61	Have pension plans.....	97	98	82
62	Do not have pension plans.....	3	2	16
63	No information.....	-	-	2
	Vested rights of employees:			
64	Have vested rights.....	84	13	79
65	Have no vested rights.....	13	85	2
66	No information.....	-	-	1
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	58	28	58
68	Not integrated.....	34	69	17
69	No information.....	5	1	7

Table 12.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Non-Office Employees

--Continued--

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	96	91	93
71	Do not have group insurance plans.....	4	9	7
72	No information on group insurance plans.....	-	-	-
73	Employer contributes to premiums	93	77	37
74	In full.....	7	-	2
75	In part.....	85	76	34
76	Contributes, but proportion not stated.....	1	1	1
77	No contribution or no information.....	3	14	56
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	97	100	88
79	Do not have such benefit plans..	2	-	10
80	No information.....	1	-	2
	Type of benefit plan:			
81	Paid sick leave only.....	78	93	75
82	Cash compensation insurance only.....	7	3	2
83	Combination of paid sick leave and cash compensation insurance.....	12	4	11
	<u>Paid Daily Overtime</u>			
84	Have daily overtime provision...	97	100	71
85	No daily overtime provision....	2	-	16
86	No established daily overtime policy.....	-	-	8
87	No information.....	1	-	5
	Overtime paid after work period of:			
88	8 hours or less per day.....	95	97	64
89	More than 8 hours per day.....	1	3	2
90	No information.....	1	-	5

Table 12.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Non-Office Employees

--Concluded--

		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
No.		%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>			
	Overtime rates:			
91	1 1/4.....	-	-	1
92	1 1/2.....	94	100	60
93	Other rates.....	3	-	10
94	No information.....	-	-	-
	<u>Scheduled Rest Periods</u>			
95	Have rest periods.....	31	37	33
96	Do not have rest periods.....	28	61	7
97	No established policy.....	33	2	59
98	No information.....	8	-	1
	Rest periods per day:			
99	One.....	4	1	4
100	Two.....	27	36	27
101	Other.....	-	-	-
102	No information.....	-	-	2
	Total minutes per day:			
103	10 minutes or less.....	1	11	1
104	11 to 19 minutes.....	5	1	5
105	20 minutes.....	13	6	7
106	21 to 29 minutes.....	-	1	-
107	30 minutes.....	12	18	16
108	More than 30 minutes.....	-	-	2
109	No information.....	-	-	2
	<u>Collective Agreements</u>			
110	Percentage of reporting units having agreements.....	72	77	11
111	Percentage of employees covered.	77	94	57

Table 13.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		No.	No.	No.
	<u>Survey Coverage</u>			
1	Reporting units.....	169	51	155
2	Employees.....	19,391	22,290	6,406
		%	%	%
	<u>Standard Work Week</u>			
3	Under 37½ hours.....	30	1	77
4	37½ hours.....	63	93	3
5	Over 37½ hours.....	7	6	19
6	No standard work week.....	-	-	1
7	No information.....	-	-	-
	<u>Days Per Week</u>			
8	Less than 5.....	-	-	-
9	5.....	99	100	83
10	More than 5.....	1	-	16
11	No standard number of days.....	-	-	1
12	No information.....	-	-	-
	<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	100	100	100
14	Do not provide vacations★.....	-	-	-
15	No information.....	-	-	-
16	Vacation increases with service.	90	100	26
17	Two weeks.....	90	92	26
18	After: 1 year or less.....	82	92	22
19	2 years.....	5	-	4
20	3 years.....	1	-	-
21	4 years.....	-	-	-
22	5 years.....	-	-	-
23	More than 5 years...	-	-	-
24	No information on service required.....	2	-	-

★ This category includes reports that indicated no established policy.

Table 13.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Office Employees

--Continued--

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	89	100	18
26	After: Less than 10 years..	11	22	13
27	10 years.....	43	-	3
28	11 to 14 years.....	1	-	-
29	15 years.....	31	78	2
30	16 to 19 years.....	-	-	-
31	20 years.....	2	-	-
32	More than 20 years..	1	-	-
33	No information on service required.....	-	-	-
34	Four weeks.....	76	95	4
35	After: Less than 25 years..	4	-	1
36	25 years.....	56	18	2
37	More than 25 years..	16	77	-
38	No information on service required.....	-	-	1
39	Vacation does not increase with service.....	10	-	74
40	1 week.....	-	-	-
41	2 weeks.....	1	-	10
42	3 weeks or more.....	9	-	64
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	-	-	5
44	8.....	6	76	12
45	9.....	57	3	7
46	More than 9.....	33	21	69
47	Number not stated.....	4	-	3
48	No paid statutory holidays.....	-	-	1
49	No established policy.....	-	-	2
50	No information.....	-	-	1

Table 13.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Office Employees

--Continued--

No.		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	48	1	15
52	An extra day's pay instead of working day off.....	8	2	1
53	No compensation in money or time-off.....	34	97	70
54	No established policy.....	6	-	3
55	No information.....	4	-	7
	Sunday:			
56	Paid holiday observed on a working day.....	69	91	14
57	An extra day's pay instead of working day off.....	8	2	2
58	No compensation in money or time-off.....	20	7	70
59	No established policy.....	2	-	3
60	No information.....	1	-	7
	<u>Pension Plans</u>			
61	Have pension plans.....	99	100	84
62	Do not have pension plans.....	1	-	15
63	No information.....	-	-	1
	Vested rights of employees:			
64	Have vested rights.....	88	7	80
65	Have no vested rights.....	10	93	3
66	No information.....	1	-	1
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	62	18	67
68	Not integrated.....	32	82	13
69	No information.....	5	-	4

Table 13.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Office Employees

--Continued--

		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
No.		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	98	95	92
71	Do not have group insurance plans.....	2	5	7
72	No information on group insurance plans.....	-	-	1
73	Employer contributes to premiums	92	85	29
74	In full.....	5	-	1
75	In part.....	86	85	27
76	Contributes, but proportion not stated.....	1	-	1
77	No contribution or no information.....	6	10	63
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	90	100	89
79	Do not have such benefit plans..	9	-	9
80	No information.....	1	-	2
	Type of benefit plan:			
81	Paid sick leave only.....	79	98	78
82	Cash compensation insurance only.....	1	1	2
83	Combination of paid sick leave and cash compensation insurance.....	10	1	9
	<u>Scheduled Rest Periods</u>			
84	Have rest periods.....	41	99	26
85	Do not have rest periods.....	17	-	6
86	No established policy.....	42	1	68
87	No information.....	-	-	-
	Rest periods per day:			
88	One.....	7	6	3
89	Two.....	34	93	22
90	Other.....	-	-	-
91	No information.....	-	-	1

Table 13.--PUBLIC UTILITIES AND COMMUNICATIONS--Canada--Office Employees

--Concluded--

		ELECTRIC POWER, GAS AND WATER UTILITIES	TELEPHONE COMMUNICATIONS	RADIO AND TELEVISION
No.		%	%	%
	<u>Scheduled Rest Periods (Concl'd)</u>			
	Total minutes per day:			
92	10 minutes or less.....	1	3	-
93	11 to 19 minutes.....	9	1	4
94	20 minutes.....	12	20	5
95	21 to 29 minutes.....	-	-	-
96	30 minutes.....	19	75	14
97	More than 30 minutes.....	-	-	2
98	No information.....	-	-	1
	<u>Collective Agreements</u>			
99	Percentage of reporting units having agreements.....	27	43	10
100	Percentage of employees covered.	35	49	33

Table 14.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		No.
	<u>Survey Coverage</u>	
1	Reporting units.....	164
2	Employees.....	28,693
		%
	<u>Standard Work Week</u>	
3	Under 40 hours.....	-
4	40 hours.....	89
5	Over 40 hours.....	11
6	No standard work week.....	-
7	No information.....	-
	<u>Days Per Week</u>	
8	Less than 5.....	-
9	5.....	91
10	More than 5.....	9
11	No standard number of days.....	-
12	No information.....	-
	<u>Vacations With Pay</u>	
13	Provide vacations with pay.....	100
14	Do not provide vacations [*]	-
15	No information.....	-
16	Vacation increases with service.....	98
17	Two weeks.....	98
18	After: 1 year or less.....	85
19	2 years.....	5
20	3 years.....	3
21	4 years.....	-
22	5 years.....	3
23	More than 5 years.....	-
24	No information on service required....	2
25	Three weeks.....	97
26	After: Less than 10 years.....	19
27	10 years.....	56
28	11 to 14 years.....	3
29	15 years.....	18
30	16 to 19 years.....	-
31	20 years.....	1
32	More than 20 years.....	-
33	No information on service required....	-

^{*} This category includes reports that indicated no established policy.

Table 14.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Non-Office Employees

--Continued--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	<u>Vacations With Pay (Concl'd)</u>	
34	Four weeks.....	70
35	After: Less than 25 years.....	21
36	25 years.....	47
37	More than 25 years.....	2
38	No information on service required....	
39	Vacation does not increase with service...	2
40	1 week.....	-
41	2 weeks.....	1
42	3 weeks or more.....	1
	<u>Paid Statutory or Public Holidays</u>	
43	1 to 7.....	1
44	8.....	5
45	9.....	13
46	More than 9.....	81
47	Number not stated.....	-
48	No paid statutory holidays.....	-
49	No established policy.....	-
50	No information.....	-
	Practice when paid statutory or public holiday falls on:	
	Saturday:	
51	Paid holiday observed on a working day.....	26
52	An extra day's pay instead of working day off.....	5
53	No compensation in money or time-off..	60
54	No established policy.....	3
55	No information.....	6
	Sunday:	
56	Paid holiday observed on a working day.....	30
57	An extra day's pay instead of working day off.....	4
58	No compensation in money or time-off..	57
59	No established policy.....	3
60	No information.....	6

Table 14.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Non-Office Employees

--Continued--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
<u>Pension Plans</u>		
61	Have pension plans.....	97
62	Do not have pension plans.....	2
63	No information.....	1
Vested rights of employees:		
64	Have vested rights.....	43
65	Have no vested rights.....	51
66	No information.....	3
Payments integrated with Old Age Security Act (levelling off option):		
67	Integrated.....	8
68	Not integrated.....	85
69	No information.....	4
<u>Group Life Insurance Plans</u>		
70	Have group insurance plans.....	59
71	Do not have group insurance plans.....	39
72	No information on group insurance plans...	2
73	Employer contributes to premiums.....	52
74	In full.....	2
75	In part.....	50
76	Contributes, but proportion not stated..	-
77	No contribution or no information.....	7
<u>Sickness and Accident Leave Benefit Plans</u>		
78	Have such benefit plans.....	96
79	Do not have such benefit plans.....	2
80	No information.....	2
Type of benefit plan:		
81	Paid sick leave only.....	82
82	Cash compensation insurance only.....	3
83	Combination of paid sick leave and cash compensation insurance.....	11
<u>Paid Daily Overtime</u>		
84	Have daily overtime provision.....	96
85	No daily overtime provision.....	3
86	No established daily overtime policy.....	-
87	No information.....	1

Table 14.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Non-Office Employees

--Concluded--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	<u>Paid Daily Overtime (Concl'd)</u>	
	Overtime paid after work period of:	
88	8 hours or less per day.....	93
89	More than 8 hours per day.....	2
90	No information.....	1
	Overtime rates:	
91	1 1/4.....	-
92	1 1/2.....	95
93	Other rates.....	1
94	No information.....	-
	<u>Scheduled Rest Periods</u>	
95	Have rest periods.....	44
96	Do not have rest periods.....	46
97	No established policy.....	6
98	No information.....	4
	Rest periods per day:	
99	One.....	10
100	Two.....	34
101	Other.....	-
102	No information.....	-
	Total minutes per day:	
103	10 minutes or less.....	4
104	11 to 19 minutes.....	6
105	20 minutes.....	20
106	21 to 29 minutes.....	2
107	30 minutes.....	12
108	More than 30 minutes.....	-
109	No information.....	-
	<u>Collective Agreements</u>	
110	Percentage of reporting units having agreements.....	78
111	Percentage of employees covered.....	90

Table 15.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		No.
<u>Survey Coverage</u>		
1	Reporting units.....	151
2	Employees.....	14,244
		%
<u>Standard Work Week</u>		
3	Under 37½ hours.....	93
4	37½ hours.....	5
5	Over 37½ hours.....	2
6	No standard work week.....	-
7	No information.....	-
<u>Days Per Week</u>		
8	Less than 5.....	-
9	5.....	99
10	More than 5.....	1
11	No standard number of days.....	-
12	No information.....	-
<u>Vacations With Pay</u>		
13	Provide vacations with pay.....	100
14	Do not provide vacations*.....	-
15	No information.....	-
16	Vacation increases with service.....	99
17	Two weeks.....	99
18	After: 1 year or less.....	96
19	2 years.....	2
20	3 years.....	-
21	4 years.....	-
22	5 years.....	-
23	More than 5 years.....	-
24	No information on service required....	1
25	Three weeks.....	99
26	After: Less than 10 years.....	23
27	10 years.....	68
28	11 to 14 years.....	2
29	15 years.....	5
30	16 to 19 years.....	-
31	20 years.....	1
32	More than 20 years.....	-
33	No information on service required....	-

* This category includes reports that indicated no established policy.

Table 15.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Office Employees

--Continued--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	<u>Vacations With Pay (Concl'd)</u>	
34	Four weeks.....	88
35	After: Less than 25 years.....	22
36	25 years.....	66
37	More than 25 years.....	-
38	No information on service required....	-
39	Vacation does not increase with service...	1
40	1 week.....	-
41	2 weeks.....	1
42	3 weeks or more.....	-
	<u>Paid Statutory or Public Holidays</u>	
43	1 to 7.....	-
44	8.....	1
45	9.....	4
46	More than 9.....	95
47	Number not stated.....	-
48	No paid statutory holidays.....	-
49	No established policy.....	-
50	No information.....	-
	Practice when paid statutory or public holiday falls on:	
	Saturday:	
51	Paid holiday observed on a working day.....	4
52	An extra day's pay instead of working day off.....	1
53	No compensation in money or time-off..	92
54	No established policy.....	1
55	No information.....	2
	Sunday:	
56	Paid holiday observed on a working day.....	8
57	An extra day's pay instead of working day off.....	1
58	No compensation in money or time-off..	56
59	No established policy.....	1
60	No information.....	34

Table 15.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Office Employees

--Continued--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	<u>Pension Plans</u>	
61	Have pension plans.....	99
62	Do not have pension plans.....	1
63	No information.....	-
	Vested rights of employees:	
64	Have vested rights.....	33
65	Have no vested rights.....	66
66	No information.....	-
	Payments integrated with Old Age Security Act (levelling off option):	
67	Integrated.....	5
68	Not integrated.....	92
69	No information.....	2
	<u>Group Life Insurance Plans</u>	
70	Have group insurance plans.....	74
71	Do not have group insurance plans.....	26
72	No information on group insurance plans...	-
73	Employer contributes to premiums.....	69
74	In full.....	33
75	In part.....	36
76	Contributes, but proportion not stated..	-
77	No contribution or no information.....	5
	<u>Sickness and Accident Leave Benefit Plans</u>	
78	Have such benefit plans.....	97
79	Do not have such benefit plans.....	3
80	No information.....	-
	Type of benefit plan:	
81	Paid sick leave only.....	95
82	Cash compensation insurance only.....	1
83	Combination of paid sick leave and cash compensation insurance.....	1
	<u>Scheduled Rest Periods</u>	
84	Have rest periods.....	61
85	Do not have rest periods.....	36
86	No established policy.....	3
87	No information.....	-

Table 15.--MUNICIPAL PUBLIC WORKS DEPARTMENTS--Canada--Office Employees

--Concluded--

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	<u>Scheduled Rest Periods (Concl'd)</u>	
	Rest periods per day:	
88	One.....	19
89	Two.....	42
90	Other.....	-
91	No information.....	-
	Total minutes per day:	
92	10 minutes or less.....	5
93	11 to 19 minutes.....	14
94	20 minutes.....	20
95	21 to 29 minutes.....	3
96	30 minutes.....	19
97	More than 30 minutes.....	-
98	No information.....	-
	<u>Collective Agreements</u>	
99	Percentage of reporting units having agreements.....	40
100	Percentage of employees covered.....	76

Table 16.--SERVICE--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
No.		No.	No.	No.
<u>Survey Coverage</u>				
1	Reporting units.....	381	458	281
2	Employees.....	21,687	18,962	13,945
		%	%	%
<u>Standard Work Week</u>				
3	Under 40 hours.....	1	6	1
4	40 hours.....	41	19	26
5	Over 40 hours.....	56	71	72
6	No standard work week.....	2	4	1
7	No information.....	-	-	-
<u>Days Per Week</u>				
8	Less than 5.....	-	-	-
9	5.....	41	25	66
10	More than 5.....	57	71	33
11	No standard number of days.....	2	4	1
12	No information.....	-	-	-
<u>Vacations With Pay</u>				
13	Provide vacations with pay.....	99	94	99
14	Do not provide vacations*.....	1	6	1
15	No information.....	-	-	-
16	Vacation increases with service.	82	52	64
17	Two weeks.....	81	51	64
18	After: 1 year or less.....	24	22	15
19	2 years.....	46	16	11
20	3 years.....	8	4	10
21	4 years.....	-	-	1
22	5 years.....	3	9	25
23	More than 5 years...	-	-	2
24	No information on service required.....	-	-	-

* This category includes reports that indicated no established policy.

Table 16.--SERVICE--Canada--Non-Office Employees

--Continued--

No.		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	50	28	33
26	After: Less than 10 years..	16	14	3
27	10 years.....	6	4	5
28	11 to 14 years.....	-	-	6
29	15 years.....	28	2	10
30	16 to 19 years.....	-	-	1
31	20 years.....	-	7	4
32	More than 20 years..	-	-	2
33	No information on service required.....	-	1	2
34	Four weeks.....	20	15	1
35	After: Less than 25 years..	3	8	-
36	25 years.....	1	7	1
37	More than 25 years..	16	-	-
38	No information on service required.....	-	-	-
39	Vacation does not increase with service.....	17	42	35
40	1 week.....	8	25	23
41	2 weeks.....	9	16	12
42	3 weeks or more.....	-	1	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	59	33	35
44	8.....	10	8	16
45	9.....	8	6	17
46	More than 9.....	3	4	8
47	Number not stated.....	2	10	8
48	No paid statutory holidays.....	12	27	8
49	No established policy.....	6	11	7
50	No information.....	-	1	1

Table 16.--SERVICE--Canada--Non-Office Employees

--Continued--

No.		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	33	10	28
52	An extra day's pay instead of working day off.....	17	20	7
53	No compensation in money or time-off.....	14	5	28
54	No established policy.....	8	7	12
55	No information.....	10	19	9
	Sunday:			
56	Paid holiday observed on a working day.....	29	8	27
57	An extra day's pay instead of working day off.....	20	18	5
58	No compensation in money or time-off.....	15	5	23
59	No established policy.....	7	6	10
60	No information.....	11	24	19
	<u>Pension Plans</u>			
61	Have pension plans.....	35	31	16
62	Do not have pension plans.....	63	67	82
63	No information.....	2	2	2
	Vested rights of employees:			
64	Have vested rights.....	11	25	9
65	Have no vested rights.....	24	5	7
66	No information.....	-	1	-
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	5	8	5
68	Not integrated.....	27	21	11
69	No information.....	3	2	-

Table 16.--SERVICE--Canada--Non-Office Employees

--Continued--

No.		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	68	46	60
71	Do not have group insurance plans.....	31	53	38
72	No information on group insurance plans.....	1	1	2
73	Employer contributes to premiums	64	39	57
74	In full.....	4	1	1
75	In part.....	59	37	54
76	Contributes, but proportion not stated.....	1	1	2
77	No contribution or no information.....	4	7	3
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	64	37	52
79	Do not have such benefit plans..	29	53	44
80	No information.....	7	10	4
	Type of benefit plan:			
81	Paid sick leave only.....	8	23	7
82	Cash compensation insurance only.....	40	11	40
83	Combination of paid sick leave and cash compensation insurance.....	16	3	5
	<u>Paid Daily Overtime</u>			
84	Have daily overtime provision...	78	55	65
85	No daily overtime provision.....	13	12	18
86	No established daily overtime policy.....	6	11	5
87	No information.....	3	22	12
	Overtime paid after work period of:			
88	8 hours or less per day.....	71	37	26
89	More than 8 hours per day.....	2	13	34
90	No information.....	5	5	5

Table 16.--SERVICE--Canada--Non-Office Employees

--Concluded--

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
No.		%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>			
	Overtime rates:			
91	1 1/4.....	1	1	1
92	1 1/2.....	70	41	62
93	Other rates.....	6	11	1
94	No information.....	1	2	1
	<u>Scheduled Rest Periods</u>			
95	Have rest periods.....	42	60	94
96	Do not have rest periods.....	25	23	4
97	No established policy.....	31	15	2
98	No information.....	2	2	-
	Rest periods per day:			
99	One.....	7	8	5
100	Two.....	34	49	87
101	Other.....	-	2	1
102	No information.....	1	1	1
	Total minutes per day:			
103	10 minutes or less.....	1	3	9
104	11 to 19 minutes.....	4	5	5
105	20 minutes.....	8	23	59
106	21 to 29 minutes.....	-	-	1
107	30 minutes.....	26	21	19
108	More than 30 minutes.....	2	6	1
109	No information.....	1	2	-
	<u>Collective Agreements</u>			
110	Percentage of reporting units having agreements.....	43	10	18
111	Percentage of employees covered.	55	8	20

Table 17.--TRADE--Canada--Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

No.		WHOLESALE TRADE	RETAIL TRADE	
			Sales Employees	Others ⁽¹⁾
		No.	No.	No.
	<u>Survey Coverage</u>			
1	Reporting units.....	1,769	2,347	1,906
2	Employees.....	47,273	92,099	66,399
		%	%	%
	<u>Standard Work Week</u>			
3	Under 40 hours.....	7	12	11
4	40 hours.....	47	39	46
5	Over 40 hours.....	45	46	42
6	No standard work week.....	1	3	1
7	No information.....	-	-	-
	<u>Days Per Week</u>			
8	Less than 5.....	-	-	-
9	5.....	70	66	62
10	More than 5.....	29	31	37
11	No standard number of days.....	1	3	1
12	No information.....	-	-	-
	<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	98	99	99
14	Do not provide vacations [*]	1	-	-
15	No information.....	1	1	1
16	Vacation increases with service.	76	91	85
17	Two weeks.....	76	91	85
18	After: 1 year or less.....	51	76	61
19	2 years.....	11	11	12
20	3 years.....	7	1	3
21	4 years.....	-	-	1
22	5 years.....	7	2	7
23	More than 5 years...	-	1	1
24	No information on service required.....	-	-	-

(1) Non-office employees other than sales staff.

* This category includes reports that indicated no established policy.

Table 17.--TRADE--Canada--Non-Office Employees

--Continued--

No.		WHOLESALE TRADE	RETAIL TRADE	
			Sales Employees	Others ⁽¹⁾
		%	%	%
	<u>Vacations With Pay (Concl'd)</u>			
25	Three weeks.....	57	79	65
26	After: Less than 10 years..	9	41	42
27	10 years.....	18	7	6
28	11 to 14 years.....	1	9	2
29	15 years.....	20	18	12
30	16 to 19 years.....	1	-	-
31	20 years.....	2	1	1
32	More than 20 years..	5	2	2
33	No information on service required.....	1	1	-
34	Four weeks.....	20	53	46
35	After: Less than 25 years..	8	38	27
36	25 years.....	10	15	19
37	More than 25 years..	2	-	-
38	No information on service required.....	-	-	-
39	Vacation does not increase with service.....	22	8	14
40	1 week.....	5	2	4
41	2 weeks.....	17	6	10
42	3 weeks or more.....	-	-	-
	<u>Paid Statutory or Public Holidays</u>			
43	1 to 7.....	17	13	17
44	8.....	29	27	26
45	9.....	33	34	33
46	More than 9.....	11	13	15
47	Number not stated.....	5	11	7
48	No paid statutory holidays.....	3	1	1
49	No established policy.....	2	1	1
50	No information.....	-	-	-

(1) Non-office employees other than sales staff.

Table 17.--TRADE--Canada--Non-Office Employees

--Continued--

No.		WHOLESALE TRADE	RETAIL TRADE	
			Sales Employees	Others ⁽¹⁾
		%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)			
	Practice when paid statutory or public holiday falls on:			
	Saturday:			
51	Paid holiday observed on a working day.....	32	54	58
52	An extra day's pay instead of working day off.....	6	3	6
53	No compensation in money or time-off.....	31	16	15
54	No established policy.....	14	7	7
55	No information.....	12	18	12
	Sunday:			
56	Paid holiday observed on a working day.....	42	46	55
57	An extra day's pay instead of working day off.....	5	1	3
58	No compensation in money or time-off.....	25	18	14
59	No established policy.....	12	5	7
60	No information.....	11	28	19
	<u>Pension Plans</u>			
61	Have pension plans.....	65	76	63
62	Do not have pension plans.....	33	22	34
63	No information.....	2	2	3
	Vested rights of employees:			
64	Have vested rights.....	47	54	43
65	Have no vested rights.....	16	13	15
66	No information.....	2	9	5
	Payments integrated with Old Age Security Act (levelling off option):			
67	Integrated.....	25	28	31
68	Not integrated.....	35	33	23
69	No information.....	5	15	9

(1) Non-office employees other than sales staff.

Table 17.--TRADE--Canada--Non-Office Employees

--Continued--

No.		WHOLESALE TRADE	RETAIL TRADE	
			Sales Employees	Others ⁽¹⁾
		%	%	%
	<u>Group Life Insurance Plans</u>			
70	Have group insurance plans.....	83	78	85
71	Do not have group insurance plans.....	15	20	12
72	No information on group insurance plans.....	2	2	3
73	Employer contributes to premiums	79	68	78
74	In full.....	9	18	18
75	In part.....	67	50	60
76	Contributes, but proportion not stated.....	3		
77	No contribution or no information.....	4	10	7
	<u>Sickness and Accident Leave Benefit Plans</u>			
78	Have such benefit plans.....	71	81	79
79	Do not have such benefit plans..	26	17	17
80	No information.....	3	2	4
	Type of benefit plan:			
81	Paid sick leave only.....	36	61	51
82	Cash compensation insurance only.....	16	6	17
83	Combination of paid sick leave and cash compensation insurance.....	19	14	11
	<u>Paid Daily Overtime</u>			
84	Have daily overtime provision...	72		
85	No daily overtime provision.....	14		
86	No established daily overtime policy.....	6		
87	No information.....	8		
	Overtime paid after work period of:			
88	8 hours or less per day.....	47		
89	More than 8 hours per day.....	19		
90	No information.....	6		

(1) Non-office employees other than sales staff.

Table 17.--TRADE--Canada--Non-Office Employees

--Concluded--

No.		WHOLESALE TRADE	RETAIL TRADE	
			Sales Employees	Others ⁽¹⁾
		%	%	%
	<u>Paid Daily Overtime (Concl'd)</u>			
	Overtime rates:			
91	1 1/4.....	2		
92	1 1/2.....	59		
93	Other rates.....	9		
94	No information.....	2		
	<u>Scheduled Rest Periods</u>			
95	Have rest periods.....	68	82	77
96	Do not have rest periods.....	17	5	12
97	No established policy.....	13	4	6
98	No information.....	2	9	5
	Rest periods per day:			
99	One.....	6	12	8
100	Two.....	61	69	67
101	Other.....	-	-	1
102	No information.....	1	1	1
	Total minutes per day:			
103	10 minutes or less.....	4	3	2
104	11 to 19 minutes.....	5	11	10
105	20 minutes.....	30	23	18
106	21 to 29 minutes.....	1	1	1
107	30 minutes.....	26	41	43
108	More than 30 minutes.....	1	1	2
109	No information.....	1	2	1
	<u>Collective Agreements</u>			
110	Percentage of reporting units having agreements.....	18	10	10
111	Percentage of employees covered.	20	12	12

(1) Non-office employees other than sales staff.

Table 18.--TRADE--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		WHOLESALE TRADE	RETAIL TRADE
No.		No.	No.
<u>Survey Coverage</u>			
1	Reporting units.....	1,906	2,105
2	Employees.....	47,133	34,740
		%	%
<u>Standard Work Week</u>			
3	Under 37½ hours.....	27	10
4	37½ hours.....	37	18
5	Over 37½ hours.....	36	72
6	No standard work week.....	-	-
7	No information.....	-	-
<u>Days Per Week</u>			
8	Less than 5.....	-	-
9	5.....	91	81
10	More than 5.....	9	19
11	No standard number of days.....	-	-
12	No information.....	-	-
<u>Vacations With Pay</u>			
13	Provide vacations with pay.....	99	100
14	Do not provide vacations [*]	1	-
15	No information.....	-	-
16	Vacation increases with service.....	85	89
17	Two weeks.....	85	89
18	After: 1 year or less.....	76	78
19	2 years.....	7	8
20	3 years.....	1	1
21	4 years.....	-	-
22	5 years.....	1	2
23	More than 5 years.....	-	-
24	No information on service required....	-	-
25	Three weeks.....	77	77
26	After: Less than 10 years.....	12	51
27	10 years.....	26	7
28	11 to 14 years.....	1	3
29	15 years.....	28	13
30	16 to 19 years.....	1	-
31	20 years.....	2	1
32	More than 20 years.....	6	2
33	No information on service required....	1	-

* This category includes reports that indicated no established policy.

Table 18.--TRADE--Canada--Office Employees

--Continued--

No.		WHOLESALE TRADE	RETAIL TRADE
		%	%
	<u>Vacations With Pay (Concl'd)</u>		
34	Four weeks.....	32	56
35	After: Less than 25 years.....	13	36
36	25 years.....	16	20
37	More than 25 years.....	3	-
38	No information on service required....	-	-
39	Vacation does not increase with service...	15	11
40	1 week.....	1	1
41	2 weeks.....	13	10
42	3 weeks or more.....	1	-
	<u>Paid Statutory or Public Holidays</u>		
43	1 to 7.....	12	11
44	8.....	39	26
45	9.....	34	40
46	More than 9.....	9	18
47	Number not stated.....	4	4
48	No paid statutory holidays.....	1	1
49	No established policy.....	1	-
50	No information.....	-	-
	Practice when paid statutory or public holiday falls on:		
	Saturday:		
51	Paid holiday observed on a working day.....	35	58
52	An extra day's pay instead of working day off.....	2	3
53	No compensation in money or time-off..	35	20
54	No established policy.....	11	8
55	No information.....	15	10
	Sunday:		
56	Paid holiday observed on a working day.....	53	61
57	An extra day's pay instead of working day off.....	2	1
58	No compensation in money or time-off..	25	13
59	No established policy.....	9	6
60	No information.....	9	18

Table 18.--TRADE--Canada--Office Employees

--Continued--

		WHOLESALE TRADE	RETAIL TRADE
No.		%	%
	<u>Pension Plans</u>		
61	Have pension plans.....	80	76
62	Do not have pension plans.....	19	22
63	No information.....	1	2
	Vested rights of employees:		
64	Have vested rights.....	57	51
65	Have no vested rights.....	20	23
66	No information.....	3	2
	Payments integrated with Old Age Security Act (levelling off option):		
67	Integrated.....	38	42
68	Not integrated.....	37	28
69	No information.....	5	6
	<u>Group Life Insurance Plans</u>		
70	Have group insurance plans.....	92	87
71	Do not have group insurance plans.....	7	12
72	No information on group insurance plans...	1	1
73	Employer contributes to premiums.....	89	80
74	In full.....	13	20
75	In part.....	74	60
76	Contributes, but proportion not stated..	2	
77	No contribution or no information.....	3	7
	<u>Sickness and Accident Leave Benefit Plans</u>		
78	Have such benefit plans.....	76	85
79	Do not have such benefit plans.....	19	13
80	No information.....	5	2
	Type of benefit plan:		
81	Paid sick leave only.....	46	67
82	Cash compensation insurance only.....	3	6
83	Combination of paid sick leave and cash compensation insurance.....	27	12
	<u>Scheduled Rest Periods</u>		
84	Have rest periods.....	68	86
85	Do not have rest periods.....	14	7
86	No established policy.....	17	5
87	No information.....	1	2

Table 18.--TRADE--Canada--Office Employees

--Concluded--

		WHOLESALE TRADE	RETAIL TRADE
No.		%	%
	<u>Scheduled Rest Periods (Concl'd)</u>		
	Rest periods per day:		
88	One.....	8	10
89	Two.....	59	75
90	Other.....	-	-
91	No information.....	1	1
	Total minutes per day:		
92	10 minutes or less.....	4	2
93	11 to 19 minutes.....	7	11
94	20 minutes.....	26	14
95	21 to 29 minutes.....	-	1
96	30 minutes.....	29	54
97	More than 30 minutes.....	1	2
98	No information.....	1	2
	<u>Collective Agreements</u>		
99	Percentage of reporting units having agreements.....	3	1
100	Percentage of employees covered.....	4	2

Table 19.--FINANCE AND INSURANCE--Canada--Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		BANKS	LIFE INSURANCE	NON-LIFE INSURANCE	INVESTMENT AND LOAN
No.		No.	No.	No.	No.
<u>Survey Coverage</u>					
1	Reporting units.....	18	98	217	572
2	Employees.....	61,044	16,776	13,712	19,166
		%	%	%	%
<u>Standard Work Week</u>					
3	Under 37½ hours.....	67	57	78	54
4	37½ hours.....	2	31	11	13
5	Over 37½ hours.....	31	12	11	31
6	No standard work week.....	-	-	-	2
7	No information.....	-	-	-	-
<u>Days Per Week</u>					
8	Less than 5.....	-	-	-	-
9	5.....	100	100	96	74
10	More than 5.....	-	-	4	24
11	No standard number of days.....	-	-	-	2
12	No information.....	-	-	-	-
<u>Vacations With Pay</u>					
13	Provide vacations with pay.....	100	100	99	100
14	Do not provide vacations [★]	-	-	1	-
15	No information.....	-	-	-	-
16	Vacation increases with service.	98	98	93	95
17	Two weeks.....	98	98	93	95
18	After: 1 year or less.....	97	98	92	92
19	2 years.....	-	-	-	1
20	3 years.....	-	-	-	-
21	4 years.....	-	-	-	-
22	5 years.....	-	-	-	1
23	More than 5 years...	-	-	1	1
24	No information on service required.....	1	-	-	-

★ This category includes reports that indicated no established policy.

Table 19.--FINANCE AND INSURANCE--Canada--Office Employees

--Continued--

No.		BANKS	LIFE INSURANCE	NON-LIFE INSURANCE	INVESTMENT AND LOAN
		%	%	%	%
	<u>Vacations With Pay (Concl'd)</u>				
25	Three weeks.....	98	97	93	94
26	After: Less than 10 years..	37	7	22	21
27	10 years.....	-	26	25	41
28	11 to 14 years.....	-	-	-	9
29	15 years.....	36	62	33	21
30	16 to 19 years.....	-	1	-	-
31	20 years.....	25	1	7	1
32	More than 20 years..	-	-	6	1
33	No information on service required.....	-	-	-	-
34	Four weeks.....	14	79	58	44
35	After: Less than 25 years..	13	14	16	28
36	25 years.....	1	65	32	15
37	More than 25 years..	-	-	10	-
38	No information on service required.....	-	-	-	1
39	Vacation does not increase with service.....	2	2	6	5
40	1 week.....	-	-	-	-
41	2 weeks.....	-	2	5	4
42	3 weeks or more.....	2	-	1	1
	<u>Paid Statutory or Public Holidays</u>				
43	1 to 7.....	-	13	18	9
44	8.....	-	22	30	32
45	9.....	21	19	29	23
46	More than 9.....	79	40	15	27
47	Number not stated.....	-	5	5	7
48	No paid statutory holidays.....	-	-	-	1
49	No established policy.....	-	1	2	1
50	No information.....	-	-	1	-

Table 19.--FINANCE AND INSURANCE--Canada--Office Employees

--Continued--

No.		BANKS	LIFE INSURANCE	NON-LIFE INSURANCE	INVESTMENT AND LOAN
		%	%	%	%
	<u>Paid Statutory or Public Holidays</u> (Concl'd)				
	Practice when paid statutory or public holiday falls on:				
	Saturday:				
51	Paid holiday observed on a working day.....	21	30	41	42
52	An extra day's pay instead of working day off.....	-	-	-	-
53	No compensation in money or time-off.....	60	55	35	30
54	No established policy.....	19	14	7	11
55	No information.....	-	-	14	15
	Sunday:				
56	Paid holiday observed on a working day.....	21	63	56	46
57	An extra day's pay instead of working day off.....	-	-	-	-
58	No compensation in money or time-off.....	48	16	21	27
59	No established policy.....	18	12	6	11
60	No information.....	13	8	14	14
	<u>Pension Plans</u>				
61	Have pension plans.....	100	99	84	93
62	Do not have pension plans.....	-	1	16	7
63	No information.....	-	-	-	-
	Vested rights of employees:				
64	Have vested rights.....	15	87	45	81
65	Have no vested rights.....	85	12	35	12
66	No information.....	-	-	4	-
	Payments integrated with Old Age Security Act (levelling off option):				
67	Integrated.....	-	20	17	43
68	Not integrated.....	100	68	63	42
69	No information.....	-	11	4	8

Table 19.--FINANCE AND INSURANCE--Canada--Office Employees

--Continued--

		BANKS	LIFE INSURANCE	NON-LIFE INSURANCE	INVESTMENT AND LOAN
No.		%	%	%	%
	<u>Group Life Insurance Plans</u>				
70	Have group insurance plans.....	100	99	87	97
71	Do not have group insurance plans.....	-	1	13	3
72	No information on group insurance plans.....	-	-	-	-
73	Employer contributes to premiums	99	86	78	95
74	In full.....	-	4	9	25
75	In part.....	99	79	68	68
76	Contributes, but proportion not stated.....	-	3	1	2
77	No contribution or no information.....	1	13	9	2
	<u>Sickness and Accident Leave Benefit Plans</u>				
78	Have such benefit plans.....	100	91	67	78
79	Do not have such benefit plans..	-	9	32	20
80	No information.....	-	-	1	2
	Type of benefit plan:				
81	Paid sick leave only.....	97	68	58	59
82	Cash compensation insurance only.....	-	-	2	1
83	Combination of paid sick leave and cash compensation insurance.....	3	23	7	18
	<u>Scheduled Rest Periods</u>				
84	Have rest periods.....	23	54	81	70
85	Do not have rest periods.....	8	45	19	16
86	No established policy.....	69	1	-	12
87	No information.....	-	-	-	2
	Rest periods per day:				
88	One.....	3	18	32	18
89	Two.....	20	30	47	50
90	Other.....	-	-	-	-
91	No information.....	-	6	2	2

Table 19.--FINANCE AND INSURANCE--Canada--Office Employees

--Concluded--

		BANKS	LIFE INSURANCE	NON-LIFE INSURANCE	INVESTMENT AND LOAN
		%	%	%	%
No.					
	<u>Scheduled Rest Periods (Concl'd)</u>				
	Total minutes per day:				
92	10 minutes or less.....	-	17	2	2
93	11 to 19 minutes.....	-	15	28	15
94	20 minutes.....	22	10	13	25
95	21 to 29 minutes.....	-	-	3	2
96	30 minutes.....	1	6	34	23
97	More than 30 minutes.....	-	-	-	1
98	No information.....	-	6	1	2
	<u>Collective Agreements</u>				
99	Percentage of reporting units having agreements.....	-	2	-	-
100	Percentage of employees covered.	-	1	-	-

1960

WORKING CONDITIONS SURVEY

Each year more than 20,000 employers participate in a survey of working conditions in Canadian industry conducted by the Economics and Research Branch of the Canadian Department of Labour. The results of this survey provide information on important working conditions by industry and by province. This information is used extensively by business, labour, and government in analyzing trends in personnel practices. The survey results are published in *Working Conditions in Canada* (available from the Queen's Printer, Ottawa, Canada). Information submitted by individual employers is confidential and not disclosed.

INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

FORMAT – The questionnaire includes a standard question on establishment identification and general statistics along with eight sets of questions each dealing with a separate area of working conditions. Basic questions appear on the left hand side of the page in heavy print and supplementary questions appear on the right.

BASIC QUESTIONS – It is important that you answer all eight questions which are in heavy print on the left side of each page. Provision is made for indicating "no established policy" where you have no regular practice of the type described in the question and a "yes" or "no" answer would be inappropriate.

SUPPLEMENTARY QUESTIONS – Where any of the eight basic questions are answered "yes", supplementary questions in the boxes at the right should also be answered.

OFFICE AND NON-OFFICE EMPLOYEES – Provision is made for reporting separately the conditions of office and non-office employees. If you have both types of employees in your establishment, answer for both groups even though their working conditions do not differ.

MAJORITY CONDITIONS – Report practices applicable to the majority of workers in each of the two broad groups, office and non-office.

Please return this folder with the appropriate questions completed in the enclosed envelope at your earliest convenience. The blue copy is for your records. Any request for further information regarding the completion of the survey forms or results of previous surveys should be addressed to the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Economics and Research Branch
Department of Labour

ESTABLISHMENT IDENTIFICATION AND GENERAL STATISTICS

Indicate any change of address and any special identification which applies to this establishment.

Principal Activities

Products or Service in order of value

- (i)
 (ii)
 (iii)

Number of Employees

State number of employees in this establishment as of May 1st, or last preceding pay day. If abnormal conditions prevailed such as temporary shut-downs or strikes, report for last preceding normal pay day.

16-20
 Non-office
 21-25
 Office

Standard Work Week

State the number of hours and days normally scheduled for the majority of employees in this establishment.

Standard Hours 26-28	Standard Days 29-30	Check below if No Standard Work Week
Non-office <input type="text"/>	<input type="text"/>	<input type="text"/>
Office <input type="text"/>	<input type="text"/>	<input type="text"/>

1. OVERTIME RATES FOR NON-OFFICE EMPLOYEES -

Do you pay non-office employees overtime rates for work performed in excess of normal daily hours?

Yes 36
 No
 No established policy.

(a) After how many hours of work at regular rates are overtime rates paid? Per day 37-38

(b) At what rate? (Check appropriate box)

Time and a quarter 39	Time and a half	Double Time	Double time and a half	Other
<input type="text"/> 1	<input type="text"/> 2	<input type="text"/> 3	<input type="text"/> 4	<input type="text"/> 5

(c) Is the rate for overtime increased after a given number of hours? Yes 40
 No

2. PAID STATUTORY OR PUBLIC HOLIDAYS -

Do you pay the majority of your employees for any holidays on which they do not normally work? (These holidays may include federal, provincial, municipal, regularly observed religious or other holidays.)

Yes 41
 No
 No established policy.

(a) How many days of the year do you designate as paid holidays? Non-office 42-43 Office 44-45

(b) What practice do you follow when a designated paid holiday falls on a Saturday or Sunday if these are not regularly scheduled working days?

(Check appropriate boxes)

	Saturday		Sunday	
	Non-office 46	Office 47	Non-office 48	Office 49
1) Paid holiday observed on a working day	<input type="text"/> 1	<input type="text"/> 1	<input type="text"/> 1	<input type="text"/> 1
2) An extra day's pay instead of a working day off	<input type="text"/> 2	<input type="text"/> 2	<input type="text"/> 2	<input type="text"/> 2
3) No compensation in money or time off	<input type="text"/> 3	<input type="text"/> 3	<input type="text"/> 3	<input type="text"/> 3
4) No established policy	<input type="text"/> 4	<input type="text"/> 4	<input type="text"/> 4	<input type="text"/> 4

3. REST PERIODS -

Do you schedule regular rest periods (break periods, coffee breaks, etc., excluding regular meal periods and wash-up time) during working hours?

Yes 50
 No
 No established policy.

(a) Are rest periods available to? Yes 51 Non-office 52 Office
 No

(b) How many rest periods per working day? Non-office 53 Office 54

(c) Total rest period time per day per employee in minutes?.. Non-office 55-56
 Office 57-58

4. VACATIONS WITH PAY _

Do you provide annual vacations with pay for your employees?

Yes ☐ *Vacation increases as service increases.*

☐ *No increase in vacation as service increases.*

No ☐

No established policy.

☐

	1 Week	2 Weeks	3 Weeks	4 Weeks
(a) What is the maximum vacation? (to the nearest full week)	Non-office 2 nd <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	Office 2 nd <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

(b) Provide details of the plan.

Non-office			Office		
Paid Vacation of	Years of Service Required	Approximate Number of Employees now Eligible for	Paid Vacation of	Years of Service Required	Approximate Number of Employees now Eligible for
1 Week 20 - 33			1 Week 34 - 36		
2 Weeks 34 - 44			2 Weeks 45 - 50		
3 Weeks 51 - 56			3 Weeks 57 - 62		
4 Weeks 63 - 68			4 Weeks 69 - 74		

	Non-office	Office
(a) What is the length of the uniform vacation?	<div> <div>Weeks</div> <div> <div>-5</div> <div></div> </div> </div>	<div> <div>Weeks</div> <div> <div>-6</div> <div></div> </div> </div>
(b) What minimum length of service is required to qualify for uniform vacation?	<div> <div>Months</div> <div> <div>-12</div> <div></div> </div> </div>	<div> <div>Months</div> <div> <div>-12</div> <div></div> </div> </div>
(c) Give approximate number of employees now eligible for uniform vacation.	<div> <div>Non-office</div> <div></div> </div>	<div> <div>Office</div> <div></div> </div>

5. SICKNESS AND ACCIDENT LEAVE BENEFITS –

Do you have a plan whereby payment of an employee's wages (or compensation in cash) is continued in full or in part for definite periods for absences due to illness or accidents not covered by Workmen's Compensation legislation?

Yes ☐ 26

No ☐

	Non-office 27	Office 28
(a) Is the plan available to?	Yes <input type="checkbox"/>	<input type="checkbox"/>
	No <input type="checkbox"/>	<input type="checkbox"/>
(b) Which type of plan is in effect?		
(Check appropriate box)	Non-office 29	Office 30
1) Wages or salary continued by employer in full or in part (i.e. sick leave) only.	<input type="checkbox"/> 1	<input type="checkbox"/> 1
2) Cash compensation insurance plan only.	<input type="checkbox"/> 1	<input type="checkbox"/>
3) Combination of above	<input type="checkbox"/> 3	<input type="checkbox"/>

6. COLLECTIVE AGREEMENTS _

Have you any written collective agreements* (in force or being negotiated) with one or more organizations representing your employees?

Yes ☐No ☐

If "yes" list below the employees' organizations with which you have agreements. Indicate the number of employees in your establishment covered by each agreement.

*Establishments in the Province of Quebec: Mark "No" if you are covered only by a Decree administered by a Parity Committee.

Name of Employees' Organization Party to Agreement	Number of Employees Covered	
	Non-office	Office
<div style="text-align: right; margin-bottom: 10px;"> For Office Use only <small>31 32-36 37-41</small> </div> <div style="border: 1px solid black; display: flex; justify-content: space-between; height: 30px;"> <div style="width: 20%;"></div> <div style="width: 40%;"></div> <div style="width: 40%;"></div> </div>		

(see overleaf)

(see overleaf)

7. PENSION PLAN -

Do you have a pension plan for your employees? Do not answer "yes" unless, (1) the employer makes partial or full contributions to the plan over and above the costs of administration and, (2) the plan is designed to guarantee to employees a regular income upon retirement.

Yes ☐ ⁴²

No ☐

Other provision for retirement.

☐

	Non-office ⁴³	Office ⁴⁴
(a) Is the pension plan available to?	Yes <input type="checkbox"/>	<input type="checkbox"/>
	No <input type="checkbox"/>	<input type="checkbox"/>
	Non-office ⁴⁵	Office ⁴⁶
(b) Does an employee covered by your pension plan have a "vested" right to receive all or part of the contributions made by you on his behalf either in the form of a deferred annuity or in cash when such employee terminates employment before retirement?	Yes <input type="checkbox"/>	<input type="checkbox"/>
	No <input type="checkbox"/>	<input type="checkbox"/>
	Non-office ⁴⁷	Office ⁴⁸
(c) Do the payments to the retired employee covered by your plan vary in relation to his eligibility under the Old Age Security Act? (levelling off option)	Yes <input type="checkbox"/>	<input type="checkbox"/>
	No <input type="checkbox"/>	<input type="checkbox"/>

8. GROUP LIFE INSURANCE -

Do you have a group life insurance plan involving a contract with an underwriter which insures severally the lives of your employees?

Yes ☐ ⁴⁹

No ☐

	Non-office ⁵⁰	Office ⁵¹		
(a) Is the plan available to?	Yes <input type="checkbox"/>	<input type="checkbox"/>		
	No <input type="checkbox"/>	<input type="checkbox"/>		
(b) Are premiums (exclude administrative costs) paid for by you as the employer?	Yes	No	In Part	In Full
	Non-office ⁵²	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Office ⁵³	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Non-office ⁵⁴	Office ⁵⁵		
(c) Is the benefit coverage under your group plan related to the level of an employee's annual earnings?	Yes <input type="checkbox"/>	<input type="checkbox"/>		
	No <input type="checkbox"/>	<input type="checkbox"/>		
If "yes" check appropriate box:				
1) Less than 1 year's earnings	Non-office ⁵⁶	Office ⁵⁷		
	<input type="checkbox"/> 1	<input type="checkbox"/> 1		
2) One year's earnings	<input type="checkbox"/> 2	<input type="checkbox"/> 2		
3) More than 1 year's earnings	<input type="checkbox"/> 3	<input type="checkbox"/> 3		

Date

For Departmental Use

<input type="text"/>	<input type="text"/>	<input type="text"/>
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(Signature of official submitting this report)

(Official title)

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